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**Cutting Edge or Ignored Resource: Assessing the Uptake
and Content of the NHS e-Learning for Healthcare on
"Identifying and Supporting Survivors of Modern Slavery"**

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Cutting Edge or Ignored Resource: Assessing the Uptake and Content of the NHS e-Learning for Healthcare on “Identifying and Supporting Survivors of Modern Slavery”

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Abstract

Background: Across the last decade, healthcare emerged as a critical space for combatting modern slavery. Accurate and informative training of healthcare professionals is therefore essential. In the UK, the NHS plays a central role in the identification and care of survivors. With training at the local level variable, an e-Learning programme was developed. We ask: has this programme reached NHS staff? Is it accurate? Should the e-Learning approach be replicated around the world?

Method: A Freedom of Information request was sent to the NHS's Health Education England for data held on registrations, sessions and completions since 2014. An open session was used to assess the content.

Results: Across the past five years there have been 31191 registrations ($\approx 2\%$ of the workforce), and 1763 completed sessions ($\approx 0.12\%$). Uptake remains low. We also identify deficiencies in the ways the programme represents modern slavery, and how the program engages with the complexities of national and international law and UK policy, as well as reporting mechanisms.

Conclusions: E-learning, while flexible and on-going, must be engaging and, we suggest, accompanied by in-person sessions. Materials should be co-produced with survivors and healthcare workers around the world to improve interest and relevance. Updating content regularly is critical.

Keywords:

Modern Slavery, Healthcare, Education, Training, e-Learning.

I. INTRODUCTION

Across the last decade, modern slavery and human trafficking emerged as critical human rights issues, resulting in international, national and local level responses. Healthcare is often placed as a critical site in these responses, recognising the role of healthcare workers in identifying and assisting survivors.(1) Such a placement rightly reflects the state of the research, which recognizes that numerous health and wellbeing issues result from exploitation.(1–4) Healthcare workers are uniquely placed to both provide care and to act as a point of contact to other resources. In the United Kingdom (UK), one in eight National Health Service (NHS) staff expected to come into contact with someone experiencing exploitation,(5) while National Referral Mechanism and county lines networks data suggesting a growing number of exploited people, including UK born children, are being, and are likely to be, detected and therefore will need NHS care in coming years.(6)

With survivors already facing barriers in fully engaging with healthcare professionals—including differences in language, lack of knowledge regarding their entitlements, and efforts by their exploiters to control and speak for them during appointments, amongst other factors—staff require both training and resources to provide the best care.(5) Failure to identify a person being exploited when they enter a healthcare setting can lead to them being returned to their exploiter, prolonging exploitation, ill-health, and poor well-being.(7) However, research published in 2015 revealed many NHS staff lacked the knowledge and confidence to adequately identify and assist trafficked persons,(7) while another study identified that only four of 95 responding NHS Trusts offered in-person training to staff.(2) Studies have found that training across the UK is highly variable, and often the issue is placed in the margins.(3,8) Calls have been made for all healthcare professionals to receive better training, with upskilling for those most likely to encounter those in exploitation.(3,8)

In 2015, an updated training module for healthcare staff was launched (and subsequently updated), online via <https://www.e-lfh.org.uk/>, called *Identifying and Supporting Victims of Modern Slavery*. Available to all NHS staff, it is designed to: 1) provide an overview of the issue of modern slavery; 2) prepare frontline healthcare staff to recognize the signs that someone is being, or has been, exploited; and 3) know how to take appropriate action. Staff can access the programme either by: 1) using the NHS’ workforce solution, the Electronic Staff Record (ESR);

2) signing up for an account on the “e-LfH Hub”, which allows staff to record completion of training programs as evidence of continuing professional development; or 3) using an open-access session, which does not record any data or provide certification of participation. The programme is estimated to take thirty minutes to complete.(9)

As such, here, we ask whether this e-Learning approach embraces this approach, exploring uptake and content. While other forms of decentralized professional development may occur on an individual trust level, this programme is the only nationalized module at present, and thereby constructs how modern slavery is framed by the NHS, and how it is responded to by healthcare workers. We begin with an overview of our data collection method on the e-Learning module, before turning to an analysis of the programme’s content. We conclude with a set of suggestions for possible next steps the NHS can make in improving this training material and for co-production.

II. METHOD

We adopted a two-element strategy: 1) using a Freedom of Information request to the NHS’s Health Education England, which delivers the e-Learning platform, to assess uptake, and 2) a discursive analysis of an open session of the module to explore the content.

First, on 25 May 2019, we requested, in line with the Freedom of Information Act 2000, the data held by Health Education England on the *Identifying and Supporting Victims of Modern Slavery* module from 2014-2019, including registrations, attempts, completions, and any revisions of the content. The data was returned via email on 12 June 2019 and forms Appendix A. While there are some criticisms of the use of such requests because of the burdens they place on public services, we note this was the only mechanism to obtain the data which were not made publicly available to date but that can usefully serve the public interest in developing a better response.

Second, we undertook an open session of the module, using screenshots of content and an analytical journal to aid discussion. We adopt a discursive analytical approach that sought to explore both what was present and what was absent, viewing texts as both producing and reproducing reality.(10,11) We watched, transcribed, and re-read the module content many times, and engaged in discussions about specific images, videos and the text more generally. We explored specifically the conceptualizations of modern slavery and survivor agency, as well as of the legal,

policy and clinical knowledges conveyed.(8,12,13) Particular attention was paid to inconsistencies and contradictions in terms of meanings.(14)

III. RESULTS

III.i Data on Uptake

The FOI response identified 31,191 registrations between 2014-2019, which is approximately 2 per cent of the NHS workforce (currently said to be circa 1.5 million staff).(15) Only 1,763 completed training sessions, which amounts to roughly 0.12 per cent of the NHS workforce. We note, however, that military staff and others aligned to the NHS had registered, who may not be counted in NHS workforce data, while staff may also have left the NHS after completing the module meaning fewer current staff are likely to have registered than these percentages indicate.

Of the 1,763 completions, 378 registered in nursing or midwifery registered (roughly 0.05 per cent of the registered 691,000 nurses and midwives), 373 individuals identified as General Medical Council or General Dental Council registered (0.109 per cent of the 290,000 doctors and 51,000 dentists in the UK), and 303 identified as administrative or clerical workers. The data, as found in Appendix A, shows that there is an overall low rate of completion.

III.ii Analysis of the Module

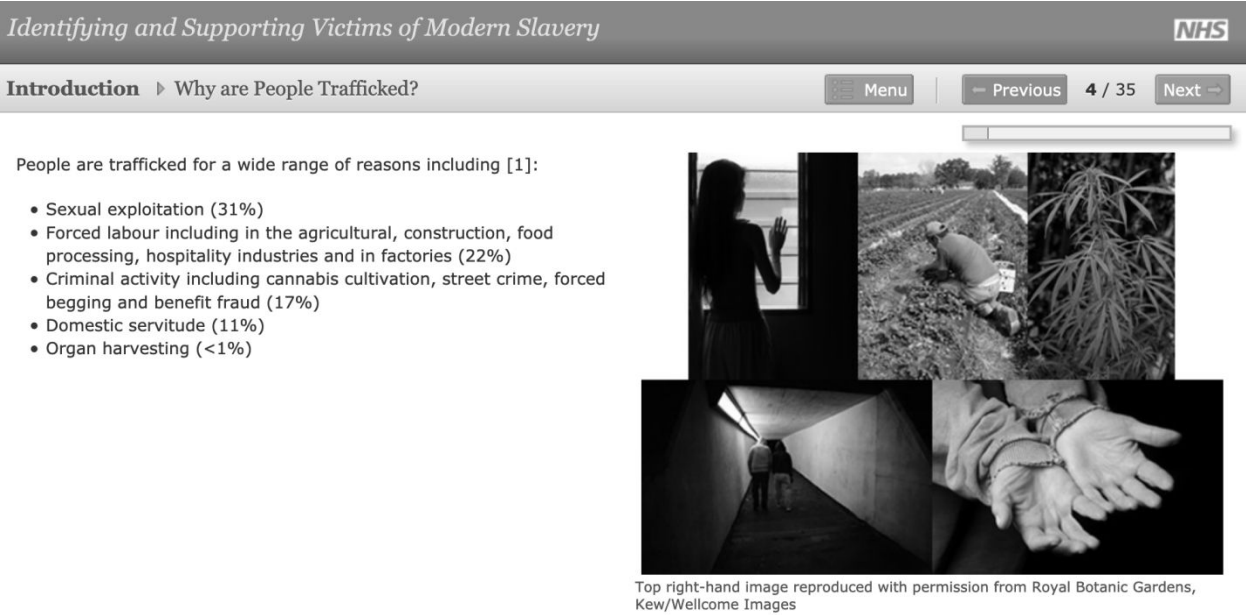
The programme comprises of 35 slides containing textual and visual content, interactive quizzes to assess learning, and a summary capable of being printed. The resource was produced by Platform 51 in partnership with the Department of Health, with guidance from a steering group comprising representatives from professional, government and Third Sector organisations, some of which have ceased to exist. We also note the general absence of those who have experienced slavery being present on the project board and in the materials, and the absence of organizations for survivors like those at <https://survivoralliance.org/survivors/> which actively engage in co-production and survivor support.

The programme notably deviates from a previous version on “trafficking”, and there are numerous relics of this programme in the language throughout. Critically, ‘trafficking’ is used interchangeably with ‘modern slavery’ throughout (see Figure One, below). This conflation suggests the terms are synonymous and does not adequately help healthcare workers understand the state of the UK law and policy. We note ‘modern slavery’ has been selected as a broader term in order to expand focus away from sex trafficking, which dominated UK responses historically,(16) and therefore should be used throughout. We observe consistent language is key.

Furthermore, ‘victims’ is used in four section titles and one subtitle, a term that remains highly contested. Using ‘victim’ as a label for survivors of exploitation can suggest a lack of agency that can be both objectifying and reductive of their narrative.(17) A shift in language to allow for the agency of those who survive slavery could thus improve the programme, with more active or neutral terminology such as “exploited person” or “survivor” offering alternatives that focus more on empowerment.

In defining and giving examples of ‘modern slavery’, there is a broad overview of the breadth of contexts in which exploitation can occur in line with national law and policy. The module includes a breakdown regarding the most frequent contexts that slavery occurs in, including sex trafficking, forced labour, forced criminal activity, domestic servitude, and organ donation, reflecting both the *United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons*, and *Modern Slavery Act 2015*.(18) Providing this definition and examples is critical due to the common public conception human trafficking to sexual exploitation, predominantly of women and girls.(19) Nineteen of the slides use photos to illustrate their content and highlight both the people and industries of exploitation. Photos depict the range of contexts that trafficking takes place in, including brothels, agricultural fields, marijuana cultivation, and forced street begging (see Figure One).

Figure One: Images of Modern Slavery



The use of stock images likely reflects concerns around intellectual property and funding; however, it is notable that they do not represent recent cases of modern slavery of exploitation in nail bars, car washes, and other urban environments. Representation of East or Southeast Asian persons is also limited, despite the fact that following Albania, China and Vietnam have the second and third largest number of people trafficked into the UK.(20) The pictures are not engaging and not co-produced, leaving the content feeling shallow and quickly gathered.

It is also notable that gender diversity is an issue in this resource, with men and women referred to in binary terms throughout. Non-binary and LGBTQI issues are not addressed. The inclusion of gender and sexual minorities is especially important considering international reports flag a growing population of LGBTQI+ individuals trafficked,(21) alongside academic movements for increased research regarding the high rate of LGBTQI identities affected by modern slavery, although data are lacking.(22) Inclusive language and depictions of diversity would improve the quality of the content, alongside greater ethnic diversity and the coproduced imagery.

Further limitations are notable in the content delivered by videos format. The module even notes that it is limited to stories of sexual exploitation (see Figure Two).


Figure Two: Introducing the Videos

Identifying and Supporting Victims of Modern Slavery NHS

Trafficking Stories ▶ Introduction Menu Previous 5 / 35 Next

The following three pages contain videos which illustrate how people may come to be trafficked, and the effect that it has on their lives and health. While these videos - based on true stories - focus specifically on trafficking of women and girls for sexual exploitation, they give some indication of some of the reasons people may be trafficked into the UK from overseas for other purposes.

The videos are intended to give some understanding of the effect of trafficking for sexual exploitation. It should be remembered that people can be trafficked in and out of the UK, and may be male or female, any age, and from any country. People can be trafficked for a range of purposes, including domestic labour and manual labour, not just sexual exploitation.



While acknowledging limitations is helpful, many popular culture depictions also focus on this form of exploitation, and thus many healthcare workers have more limited exposure to other forms of exploitation, necessitating information about these forms. Coproduced programmes and translated vignettes have been successfully used in the US, for example, at <https://www.worldwithoutexploitation.org/stories>. Similar projects undertaken in the UK to devise survivor-driven content that is more representative and diverse.

Next, the program moves to detail the clinical indicators that healthcare workers should be aware of in order to identify survivors, drawing attention to inaccuracy of the idea that modern slavery only entails extreme acts of violence that would be mostly seen within emergency care settings. The programme also includes a list of possible clinical manifestations of exploitation, including problems ranging from sexual trauma to chemical burns. Past research shows that the focus on sexual exploitation often led clinicians to mistake exploited persons for sex workers or people experiencing homelessness.⁽¹⁶⁾ The programme's coverage of diverse indicators is in alignment with best practice, which, with only 34 per cent of current training modules including such indicators, marks this out as a useful resource that simultaneously addresses popular misconceptions that could challenge a healthcare worker's ability to identify a survivor.⁽⁵⁾

In discussing access to healthcare in the UK, the programme is effective in explaining the relevant policies regarding overseas patient charging and exemptions for survivors, but ineffectual at explaining the real-world complexities of navigating exemption policy. With expanded overseas

charging evolving since 2012, non-residents are now often advised that they may have to pay for some of their treatment upfront, unless it falls into a handful of exemptions, as described on slide 13 of the module.(23) The implementation of this policy in healthcare settings involves asking screening questions like “Have you been living legally in the UK for the last 12 months?” and “Can you show that you have the right to receive NHS treatment free of charge?” are now commonly asked at check in.(24) Where eligibility is in question, patients are informed that the healthcare service might contact the Home Office Evidence and Enquiry Unit. As a substantial portion of those in modern slavery are non-resident, predominantly from Albania or Vietnam, such statements critically may dissuade people from accessing care,(7) especially where they have limited financial resources or independence and perceive an economic barrier to accessing services, and mention of immigration authorities may induce fear.(25) While the module explains the existence of exemptions for survivors, and also acknowledges the reality that some survivors of trafficking do not recognize themselves as having been trafficked, it does not recognize how the structure of exemption policies and the complexities of survivor self-identification interact. This highlights the importance of early identification of possible survivors from the point they enter the waiting room, and therefore for greater numbers of frontline staff to receive adequate training, as upfront payment statements may increase the chances of survivor leaving healthcare settings without treatment after being dissuaded by the costs.

Additionally, while the National Referral Mechanism (NRM) is mentioned, alternative reporting options are not discussed. NHS staff members are not informed of the MS1 Form, which is used to collect anonymous data on instances of suspected exploitation where an adult refuses referral to the NRM. NHS staff are not required to fill in the MS1 by law, but are strongly encouraged to in order to improve UK data and therefore provide a better evidence-base for policy.(2) Previous research with NHS Trusts revealed many had not used, and were not aware of, the form and therefore flagging this form to both clinical and non-clinical staff is a critical.(2) Additionally, information on national mechanisms is out of date. The module refers to competent authorities, although this was recently reformed. There is now a Single Competent Authority within the Home Office, demonstrating the necessity for education materials to be regularly updated.

Next, four case studies are provided to bring together the previous sections, employing examples including a South African woman, an English man, an English girl, and an Eastern

European girl. They also depict different contexts of modern slavery, ranging from suggested forced domestic labour to sexual exploitation, as well as different clinical indicators of exploitation. They also exhibit both the diversity of healthcare settings that survivors of exploitation can be encountered in, as well as how staff members beyond clinicians can play a role in identification—most notably, in the second case study, the receptionist is mentioned as part of the identification process. Further, they clearly illustrate protocol in action, including the need to speak to patients alone, allow the patients room to talk about their experiences, and the need to follow safeguarding protocol and contact appropriate officials. However, again, the cases do not draw on many of the current trades in which individuals are found, often that receive less pop culture exposure, and thus do little to correct existing bias.

The programme concludes with a self-assessment, comprising of seven questions centred around the core concepts covered in the training. The questions range in structure, necessitating free written, true or false, or multiple-choice responses; a structure that is in line with best practice.(26) They also range in subject matter from across the module. Each question gives automatic feedback once an answer is submitted, revealing the correct answer and an explanation. A forced second attempt is not required. While the inclusion of a self-assessment is in line with best practices regarding online learning modules,(26) enabling “immediate and honest feedback” regarding how well participants have retained the information provided while reviewing what they have learned, forcing participants to repeat questions they answered incorrectly before the correct answer is revealed can increase e-Learning effectiveness.(25) Thus, the assessment model could further improve retention by requiring multiple attempts before the correct answer is given.

IV. DISCUSSION

Main Findings of the Study:

While e-learning is promising to widen the population of healthcare professionals engaging with the human rights issue of modern slavery, uptake in the UK to date has been poor. Our study shows that in the NHS context e-Learning has low uptake with only 31191 registrations ($\approx 2\%$ of the workforce), and 1763 completed sessions ($\approx 0.12\%$) in the last five years. We also identify deficiencies in the ways the programme represents modern slavery, and how the program engages

with the complexities of national and international law and UK policy, as well as reporting mechanisms.

What is already known on this topic:

We know that healthcare workers are increasingly likely to encounter a modern slave during their professional lives, and education is key to identifying and assisting survivors of exploitation. One in eight National Health Service (NHS) staff expected to come into contact with someone experiencing exploitation,(5) data suggest an upsurge in detected trafficking cases further suggesting training is needed now and in the future.(6)

Current training delivery is varied across the UK, and the quality is diverse, largely covered under safeguarding, but often in a very superficial or basic manner.(8) Meanwhile, e-Learning has been presented as offering a valuable resource to a wider pool of professionals who can undertake and retake at any time.

What this study adds:

We provide insight into the uptake and quality of the UK national resource on trafficking and modern slavery, targeted towards healthcare workers. We make suggestions both for its improvement and considerations for other countries looking to model this e-learning module.

Limitations of this study:

Our data were collected by freedom of information request and therefore may be incomplete as only data that is held is provided. Data are not collected on who completed open sessions, for example. Also, the categories of staff provided may not represent the full diversity of roles individuals hold.

Also, data on the NHS workforce suggests current numbers of staff fluctuate over time, and therefore our data on the percentage of workforce completing the module may not be precise so we have presented it as an approximation.

Further, our observations on quality of the programme reflect our own training and worldviews as researchers, and therefore should not be taken as without bias. The work reflects our training in social science, law and public health, and thereby is situated in the intersection of these fields. The

methodology reflects an emerging method engaged socio-legal and public health law and governance scholars to develop transparency and to make public data held by public bodies.

V. CONCLUSION

Poor uptake of the module suggests improvements are needed both to extend interest and develop quality training. Making the module, and similar modules on vulnerable patients, compulsory for all staff as part of safeguarding training preparation would be a first step, but certainly is urgently required by those at the front door (e.g. in A&E or GP services, and for those engaged in overseas patient charging). Also, research on e-Learning has found that co-produced programmes work best where they are carefully planned to ensure the service user voice is heard, the clinical voice is heard, and that lived experience is embraced. The voices of survivors and healthcare workers need to be made more prominent in this material and other content if wound out outside the UK. Coproduction also may drive more regular updating of the content.

Next, mechanisms for referral and data collection should be clearly set out with flow charts helping staff to navigate what to do and when. Notably missing from the assessment is checking for participants' understanding of how to begin the referral process for patients they suspect of being exploited, and who the proper authorities are that they are supposed to engage with. There is little information of the pathway and options within clinical settings, with only brief mention of contacting safeguarding leads and a referral to the Salvation Army hotline. A visual depiction of the pathway for action would help healthcare workers better navigate a step-by-step process on what they should do. Integrating that material into the assessment, either by including it as part of the pre-existing true and false question about charging and eligibility, or including a new question with that information, could thus improve the assessment tool by ensuring healthcare providers know what concrete actions they are supposed to do in the case of a suspected identification. In the UK, a link to the MS1 form should be added.

Furthermore, language should be clear with terms defined and used consistently, gender binary language removed, and diversity emphasised. Agency could be better conveyed by shifting from a language of victimhood to one that conveys empowerment in the clinical context to those who have survived exploitation.

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Additionally, self-assessment should work to ensure comprehension by forcing participants to repeat questions they answer incorrectly, and by including assessment of participants' knowledge of who they are supposed to contact in the case that they believe they are working with a person being exploited.

Finally, it is critical to bring healthcare workers into a better position to affect future policy surrounding modern slavery, migration and healthcare. The primary role of healthcare workers in the lives and care of survivors of trafficking necessitates that public health policymakers and world leaders become actively engaged in anti-slavery partnerships and policymaking. Healthcare workers stand at the forefront of better data-collection and play a central role in identification and engagement with people still in slavery.[13] Engagement and coproduction are critical steps to improving our responses to modern slavery worldwide.

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FOI - 744 Modern Slavery

Author

Jeremy Brockman

Date

5/29/2019

Programme

Identifying and Supporting Victims of Modern Slavery (TRF)

From - To

01 May 2014 - 30 April 2019

Request

I write to request any data you hold with regard to the e-LfH programme on Modern Slavery, which can be found at <https://www.e-lfh.org.uk/programmes/modern-slavery/>. Please can I be provided with, for the past 5 years (or as long as the programme has been running if less than this period):

1) the number of NHS staff in England who have completed the programme, including (if available) a breakdown of their role in the NHS (clinical, non-clinical, nurse/midwife/registrar etc) and trust affiliation at the time of completion;

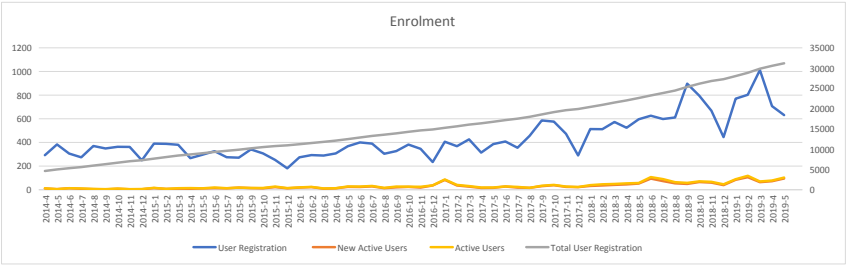
2) the number of completions in the “available to all” category OR the number of clicks on this site if the completion data is not available;

3) information on the number of revisions of the content of the programme

Notes

1. The Slavery Content is not available to guest users. I have instead provided analysis of page views on the web site.

Year-Month	User Registration	New Active Users	Total User Registration	Active Users
2014-4	292	11	4622	12
2014-5	383	5	5005	5
2014-6	306	13	5311	13
2014-7	274	8	5585	11
2014-8	370	5	5955	7
2014-9	349	3	6304	5
2014-10	363	8	6667	10
2014-11	362	4	7029	5
2014-12	249	4	7278	6
2015-1	390	14	7668	16
2015-2	388	7	8056	7
2015-3	380	9	8436	13
2015-4	267	8	8703	14
2015-5	296	11	8999	12
2015-6	326	14	9325	19
2015-7	275	12	9600	13
2015-8	271	18	9871	18
2015-9	341	14	10212	15
2015-10	307	12	10519	15
2015-11	252	22	10771	27
2015-12	181	12	10952	14
2016-1	274	18	11226	20
2016-2	293	22	11519	24
2016-3	289	9	11808	11
2016-4	307	12	12115	13
2016-5	368	24	12483	28
2016-6	400	23	12883	27
2016-7	390	28	13273	32
2016-8	304	13	13577	16
2016-9	327	20	13904	27
2016-10	382	24	14286	26
2016-11	346	18	14632	25
2016-12	234	36	14866	37
2017-1	406	83	15272	87
2017-2	368	36	15640	41
2017-3	426	26	16066	31
2017-4	314	15	16380	19
2017-5	386	16	16766	19
2017-6	408	27	17174	28
2017-7	355	18	17529	24
2017-8	456	16	17985	16
2017-9	586	30	18571	34
2017-10	576	38	19147	41
2017-11	473	24	19620	27
2017-12	290	22	19910	23
2018-1	513	32	20423	39
2018-2	512	36	20935	46
2018-3	573	41	21508	49
2018-4	524	45	22032	54
2018-5	596	52	22628	57
2018-6	626	94	23254	107
2018-7	598	73	23852	90
2018-8	611	54	24463	64
2018-9	897	49	25360	58
2018-10	795	65	26155	71
2018-11	668	60	26823	67
2018-12	445	39	27268	46
2019-1	770	84	28038	89
2019-2	803	106	28841	118
2019-3	1012	64	29853	70
2019-4	707	72	30560	78
2019-5	631	95	31191	103



For Peer Review

Column Labels						
					Total Sum	
					Total Sum of	
					of Session Completed	
					Launches	
					Statuses	
Row Labels	Sum of Session Lau	Sum of Comp	Sum of Session La	Sum of Completed	Statuses	
2014	45	30	26	17	71	47
5	5	3			5	3
6	16	10	2	2	18	12
7	3	1	8	7	11	8
8	4	2	2	0	6	2
9	4	4	1	1	5	5
10	6	4	7	3	13	7
11	2	2	3	2	5	4
12	5	4	3	2	8	6
2015	115	55	158	84	273	139
1	19	10	5	4	24	14
2	4	3	6	3	10	6
3	9	3	18	6	27	9
4	17	8	7	1	24	9
5	7	5	10	6	17	11
6	10	5	15	7	25	12
7	11	3	13	8	24	11
8	10	3	12	7	22	10
9	3	1	17	8	20	9
10	6	4	14	9	20	13
11	8	6	23	18	31	24
12	11	4	18	7	29	11
2016	204	118	185	96	389	214
1	8	5	25	10	33	15
2	19	11	13	10	32	21
3	11	4	2	0	13	4
4	7	3	5	4	12	7
5	12	6	21	16	33	22
6	37	17	6	1	43	18
7	27	17	21	8	48	25
8	9	3	11	6	20	9
9	10	8	24	16	34	24
10	14	11	24	8	38	19
11	17	10	18	10	35	20
12	33	23	15	7	48	30
2017	347	204	183	101	530	305
1	100	65	30	13	130	78
2	39	20	15	10	54	30
3	33	18	10	3	43	21
4	18	11	8	4	26	15
5	11	10	12	6	23	16
6	31	16	12	7	43	23

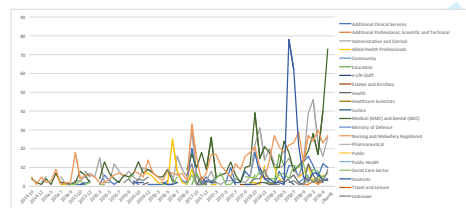
1							
2	7	14	6	14	9	28	15
3	8	12	8	7	4	19	12
4	9	27	16	18	10	45	26
5	10	33	20	16	9	49	29
6	11	15	7	24	16	39	23
7	12	14	7	17	10	31	17
8							
9	2018	552	273	565	344	1117	617
10	1	33	14	17	11	50	25
11	2	33	16	31	18	64	34
12	3	43	19	30	18	73	37
13	4	45	24	38	23	83	47
14	5	37	23	45	27	82	50
15	6	56	31	103	66	159	97
16	7	62	23	77	51	139	74
17	8	54	25	37	25	91	50
18	9	47	26	39	19	86	45
19	10	71	36	49	26	120	62
20	11	40	23	51	32	91	55
21	12	31	13	48	28	79	41
22							
23							
24	2019	325	186	354	218	679	404
25	1	69	36	74	41	143	77
26	2	61	43	83	53	144	96
27	3	58	34	47	25	105	59
28	4	52	26	71	50	123	76
29	5	85	47	79	49	164	96
30							
31	Grand Total	1588	866	1471	860	3059	1726
32							
33							
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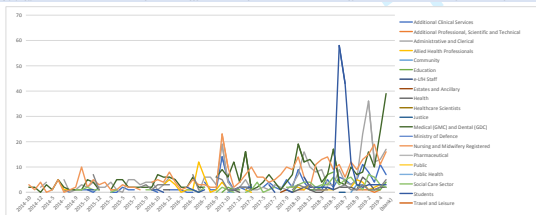
Sum of Section Labels	Column Labels	Sum of Section Labels																					
Additional Clinical Services	Additional Professional, Scientific and Technical	Administrative and Clerical	Allied Health Professionals	Community	Education	e-Health Staff	Estates and Ancillary	Health	Healthcare Sciences	Justice	Medical (GMC) and Dental (GDC)	Ministry of Defence	Nursing and Midwifery Registered	Pharmaceutical	Public	Public Health	Social Care Sector	Students	Travel and Leisure	Unknown	(None)	Grand Total	
2014-10			3	1																		13	
2014-11				2							2		1		1				1			5	
2014-12											1		2									8	
2015-1	6			5							1		1									17	
2015-2											2		9									16	
2015-3											1		1									3	
2015-4	2			5	1						2		1						1			23	
2015-5	1			1							2		2									12	
2015-6	1			1							1		1									7	
2015-7	1	4									2		18									24	
2015-8	1			3							8		4									20	
2015-9	1			1							2		6						1			20	
2015-10	3			7					4		2		7									29	
2015-11											3		13									16	
2015-12	1	1	15								4		2		1				1			28	
2016-1	6	1	2		1						13		7									28	
2016-2	3			2							7		4									17	
2016-3	1			12							4		6									26	
2016-4	1			8							2		7									24	
2016-5	3			5							6		2						1			21	
2016-6				5							8		5									21	
2016-7	3			5							7		8									31	
2016-8	1	8	3		7						13		11						2			40	
2016-9	1			10							1		7									21	
2016-10	1			9							2		9									30	
2016-11	1	1		8							7		5									35	
2016-12	1			8							2		14						1			40	
2017-1											2		7									13	
2017-2	1			1							5		3						1			14	
2017-3	3			1							9		8									25	
2017-4	1			1							3		7						2			14	
2017-5	3	2	16	4							2		6									48	
2017-6	2			9							7		3						1			31	
2017-7	2			5							4		7									25	
2017-8	20	2	30	9							17	1	33						6			111	
2017-9	1			5	1						6		1						1			31	
2017-10	2			1		2					9		18						1			39	
2017-11	2			1							1		9									21	
2017-12	2			2							1		7									23	
2018-1	5	3	2	8	1						26		17						1			60	
2018-2				2							5		4									42	
2018-3				1							6		2									27	
2018-4	3			1							7		7									23	
2018-5				1							13		1						5		1	43	
2018-6	2			4							6		12						4			29	
2018-7	1			1							2		9									19	
2018-8	6			2							5		1									45	
2018-9	5			5	2						1		11									51	
2018-10	18	1	22	2		2					39		21									120	
2018-11	7		13	1							2		10						10			91	
2018-12	4		14	11							21		4						7			79	
2019-1	2		20								18		14						4			68	
2019-2	1		12								1		10						2			73	
2019-3	8		10	1							37		21						2			85	
2019-4	3		11			2					2		3						7			62	
2019-5	11		15	2							18		15									106	
2019-6	11	1	9					1			6		1						11			82	
2019-7	5		5								1		11						22			52	
2019-8	13		13			4					14		13		1				12			86	
2019-9	10		18	11							19		12						2			144	
2019-10	11	3	46		2						28		1						9			141	
2019-11	5		13								5		17						7			100	
2019-12	12	3	16			4					2		4									123	
2020-1	10		26								71		27						4		1	2	163
(None)																							
Grand Total	208	48	541	142	36	18	3	9	70	11	4	664	5	486	12	18	8	271	267	1	127		3428



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For Peer Review

Sum of Completed Statuses	Column Labels																				Grand Total
Row Labels	Additional Clinical Services	Additional Professional, Scientific and Technical	Administrative and Clerical	Allied Health Professionals	Community	Education	e-Lite Staff	Estates and Ancillary	Health	Healthcare Scientists	Justice	Medical (OMC) and Dental (ODC)	Ministry of Defence	Nursing and Midwifery Registered	Pharmaceutical	Public	Public Health	Social Care Sector	Students	Travel and Leisure	
2014-10				1	1							2		3							7
2014-11												2		1						1	4
2014-12				2								0		4							6
2015-1	1			4								3		0							10
2015-2												1		1				1			3
2015-3					5							5		5							15
2015-4												2		0							9
2015-5	1			5	1							1		1							9
2015-6	0			1	1							2		2							5
2015-7												1		10				1			16
2015-8	1	0		1								5		2				2	1		13
2015-9	0		1	4	1							4		5				1			24
2015-10	2			2							1	1		3				1		7	11
2015-11												4		4							6
2015-12	0	1		2								1		1							9
2016-1	0	1		4								1		1							9
2016-2	0			1								5		1		1		1			10
2016-3	1			5						1		2		2				0		1	12
2016-4	1	1		5								2		1							10
2016-5												2		2							6
2016-6	1			4	1					1	1	2		1							11
2016-7												2		4				1			10
2016-8	1			4								2		4				1	1		16
2016-9	0	1		1		1						7		5							19
2016-10	1			3								6		4							20
2016-11	1	1		6	5					1		6		8				0			31
2016-12	1			5							1	1		4							21
2017-1												2		2							4
2017-2	1			0								6		5							8
2017-3	0			1	1		1					2		2				1			7
2017-4												6		5						7	23
2017-5				0	12							2		3							18
2017-6	4	1		6	6							2		6							25
2017-7	1			6								2		2							9
2017-8												6		2							14
2017-9	14	1		19	4		0					9	1	23				0	2		58
2017-10	5			4	1	0	2					32		20				0	1		71
2017-11	1			1			1					2		1				0	1		23
2017-12	2			2			1					4		4							17
2017-1	1			5	1							16		7					0	2	34
2017-2	3	1		1	0			1				1		2				1			21
2017-3												2	2	6							15
2017-4	2	1		2								4		6							16
2017-5	4			1						1		7		1				0			23
2017-6	2			3								4		5					3		16
2017-7	1			1								1		7							12
2017-8	5			1		1						4		10					1		26
2017-9	2			3								7		9					2		26
2017-10	9	1		7	2	0	0					19		14					3		62
2017-11	4	1		36	1				1	2		12		9					6		55
2017-12	1			30	3	1	1			13		1		1					2		41
2018-1	1	1		8						10		1		2					2		37
2018-2	1			9		2				4		13		0			1		2		37
2018-3	5			3	1					7		14		2				2			48
2018-4	2			3		2	8			1		17		5					1		50
2018-5	6			9	2		1			2		4		11				3	58		97
2018-6	5	0		4				1		3		0		3				5	43		54
2018-7	3			3		0				2		30		12				6	12		51
2018-8	5	1		5	5	3	1			7		7		9				3			45
2018-9	11	1		23	4	3				6		8		13				2			78
2018-10	8	1		36	1					4		4		0					7		57
2018-11	4	0		12	2		1			1		10		19				6	3		59
2018-12	11	1		13	3	1	1			2		13		24				3		0	76
2019-1	7			17			4			2		10		16				2			65
Grand Total	147	18	306	79	12	36	2	6	37	5	0	373	4	376	9	4	2	90	173	0	1763



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For Peer Review

Year	month	Year-Month	Staff Group	Session Launches	Completed Statutes	Passed Statutes
2014	4	2014-4	Additional Clinical Services	6	3	0
2014	4	2014-4	Additional Professional, Scientific and Technical			
2014	4	2014-4	Administrative and Clerical	5	4	0
2014	4	2014-4	Allied Health Professionals			
2014	4	2014-4	Community			
2014	4	2014-4	Education			
2014	4	2014-4	e-LfH Staff			
2014	4	2014-4	Estates and Ancillary			
2014	4	2014-4	Health			
2014	4	2014-4	Healthcare Scientists			
2014	4	2014-4	Justice			
2014	4	2014-4	Medical (GMC) and Dental (GDC)	4	3	0
2014	4	2014-4	Ministry of Defence			
2014	4	2014-4	Nursing and Midwifery Registered	2	0	0
2014	4	2014-4	Pharmaceutical			
2014	4	2014-4	Public			
2014	4	2014-4	Public Health			
2014	4	2014-4	Social Care Sector			
2014	4	2014-4	Students			
2014	4	2014-4	Travel and Leisure			
2014	4	2014-4	Unknown			
2014	5	2014-5	Additional Clinical Services			
2014	5	2014-5	Additional Professional, Scientific and Technical			
2014	5	2014-5	Administrative and Clerical			
2014	5	2014-5	Allied Health Professionals			
2014	5	2014-5	Community			
2014	5	2014-5	Education			
2014	5	2014-5	e-LfH Staff			
2014	5	2014-5	Estates and Ancillary			
2014	5	2014-5	Health			
2014	5	2014-5	Healthcare Scientists			
2014	5	2014-5	Justice			
2014	5	2014-5	Medical (GMC) and Dental (GDC)	1	1	0
2014	5	2014-5	Ministry of Defence			
2014	5	2014-5	Nursing and Midwifery Registered	3	1	0
2014	5	2014-5	Pharmaceutical			
2014	5	2014-5	Public			
2014	5	2014-5	Public Health			
2014	5	2014-5	Social Care Sector	1	1	0
2014	5	2014-5	Students			
2014	5	2014-5	Travel and Leisure			
2014	5	2014-5	Unknown			
2014	6	2014-6	Additional Clinical Services			
2014	6	2014-6	Additional Professional, Scientific and Technical			
2014	6	2014-6	Administrative and Clerical			
2014	6	2014-6	Allied Health Professionals	7	5	0
2014	6	2014-6	Community			
2014	6	2014-6	Education			
2014	6	2014-6	e-LfH Staff			
2014	6	2014-6	Estates and Ancillary			
2014	6	2014-6	Health			
2014	6	2014-6	Healthcare Scientists			
2014	6	2014-6	Justice			
2014	6	2014-6	Medical (GMC) and Dental (GDC)	7	5	0
2014	6	2014-6	Ministry of Defence			
2014	6	2014-6	Nursing and Midwifery Registered	9	5	0
2014	6	2014-6	Pharmaceutical			
2014	6	2014-6	Public			
2014	6	2014-6	Public Health			
2014	6	2014-6	Social Care Sector			
2014	6	2014-6	Students			
2014	6	2014-6	Travel and Leisure			
2014	6	2014-6	Unknown			
2014	7	2014-7	Additional Clinical Services	2	1	0
2014	7	2014-7	Additional Professional, Scientific and Technical			

1	2014	7	2014-7	Administrative and Clerical	5	5	0
2	2014	7	2014-7	Allied Health Professionals	1	1	0
3	2014	7	2014-7	Community			
4	2014	7	2014-7	Education			
5	2014	7	2014-7	e-LfH Staff			
6	2014	7	2014-7	Estates and Ancillary			
7	2014	7	2014-7	Health			
8	2014	7	2014-7	Healthcare Scientists			
9	2014	7	2014-7	Justice			
10	2014	7	2014-7	Medical (GMC) and Dental (GDC)	2	2	0
11	2014	7	2014-7	Ministry of Defence			
12	2014	7	2014-7	Nursing and Midwifery Registered	1	0	0
13	2014	7	2014-7	Pharmaceutical			
14	2014	7	2014-7	Public			
15	2014	7	2014-7	Public Health			
16	2014	7	2014-7	Social Care Sector	1	0	0
17	2014	7	2014-7	Students			
18	2014	7	2014-7	Travel and Leisure			
19	2014	7	2014-7	Unknown			
20	2014	8	2014-8	Additional Clinical Services	1	0	0
21	2014	8	2014-8	Additional Professional, Scientific and Technical			
22	2014	8	2014-8	Administrative and Clerical	1	0	0
23	2014	8	2014-8	Allied Health Professionals	1	1	0
24	2014	8	2014-8	Community			
25	2014	8	2014-8	Education			
26	2014	8	2014-8	e-LfH Staff			
27	2014	8	2014-8	Estates and Ancillary			
28	2014	8	2014-8	Health			
29	2014	8	2014-8	Healthcare Scientists			
30	2014	8	2014-8	Justice			
31	2014	8	2014-8	Medical (GMC) and Dental (GDC)	2	1	0
32	2014	8	2014-8	Ministry of Defence			
33	2014	8	2014-8	Nursing and Midwifery Registered	2	1	0
34	2014	8	2014-8	Pharmaceutical			
35	2014	8	2014-8	Public			
36	2014	8	2014-8	Public Health			
37	2014	8	2014-8	Social Care Sector			
38	2014	8	2014-8	Students			
39	2014	8	2014-8	Travel and Leisure			
40	2014	8	2014-8	Unknown			
41	2014	9	2014-9	Additional Clinical Services			
42	2014	9	2014-9	Additional Professional, Scientific and Technical			
43	2014	9	2014-9	Administrative and Clerical	1	1	0
44	2014	9	2014-9	Allied Health Professionals			
45	2014	9	2014-9	Community			
46	2014	9	2014-9	Education			
47	2014	9	2014-9	e-LfH Staff			
48	2014	9	2014-9	Estates and Ancillary			
49	2014	9	2014-9	Health			
50	2014	9	2014-9	Healthcare Scientists			
51	2014	9	2014-9	Justice			
52	2014	9	2014-9	Medical (GMC) and Dental (GDC)	1	1	0
53	2014	9	2014-9	Ministry of Defence			
54	2014	9	2014-9	Nursing and Midwifery Registered	2	2	0
55	2014	9	2014-9	Pharmaceutical			
56	2014	9	2014-9	Public			
57	2014	9	2014-9	Public Health			
58	2014	9	2014-9	Social Care Sector	1	1	0
59	2014	9	2014-9	Students			
60	2014	9	2014-9	Travel and Leisure			
	2014	9	2014-9	Unknown			
	2014	10	2014-10	Additional Clinical Services			
	2014	10	2014-10	Additional Professional, Scientific and Technical			
	2014	10	2014-10	Administrative and Clerical	3	1	0
	2014	10	2014-10	Allied Health Professionals	1	1	0
	2014	10	2014-10	Community			
	2014	10	2014-10	Education			
	2014	10	2014-10	e-LfH Staff			

1						
2	2014	10	2014-10	Estates and Ancillary		
3	2014	10	2014-10	Health		
4	2014	10	2014-10	Healthcare Scientists		
5	2014	10	2014-10	Justice		
6	2014	10	2014-10	Medical (GMC) and Dental (GDC)	4	2
7	2014	10	2014-10	Ministry of Defence		0
8	2014	10	2014-10	Nursing and Midwifery Registered	5	3
9	2014	10	2014-10	Pharmaceutical		0
10	2014	10	2014-10	Public		
11	2014	10	2014-10	Public Health		
12	2014	10	2014-10	Social Care Sector		
13	2014	10	2014-10	Students		
14	2014	10	2014-10	Travel and Leisure		
15	2014	10	2014-10	Unknown		
16	2014	11	2014-11	Additional Clinical Services		
17	2014	11	2014-11	Additional Professional, Scientific and Technical		
18	2014	11	2014-11	Administrative and Clerical		
19	2014	11	2014-11	Allied Health Professionals		
20	2014	11	2014-11	Community		
21	2014	11	2014-11	Education		
22	2014	11	2014-11	e-LfH Staff		
23	2014	11	2014-11	Estates and Ancillary		
24	2014	11	2014-11	Health		
25	2014	11	2014-11	Healthcare Scientists		
26	2014	11	2014-11	Justice		
27	2014	11	2014-11	Medical (GMC) and Dental (GDC)	2	2
28	2014	11	2014-11	Ministry of Defence		0
29	2014	11	2014-11	Nursing and Midwifery Registered	1	1
30	2014	11	2014-11	Pharmaceutical	1	0
31	2014	11	2014-11	Public		0
32	2014	11	2014-11	Public Health		
33	2014	11	2014-11	Social Care Sector		
34	2014	11	2014-11	Students	1	1
35	2014	11	2014-11	Travel and Leisure		0
36	2014	11	2014-11	Unknown		
37	2014	12	2014-12	Additional Clinical Services		
38	2014	12	2014-12	Additional Professional, Scientific and Technical		
39	2014	12	2014-12	Administrative and Clerical	2	2
40	2014	12	2014-12	Allied Health Professionals		0
41	2014	12	2014-12	Community		
42	2014	12	2014-12	Education		
43	2014	12	2014-12	e-LfH Staff		
44	2014	12	2014-12	Estates and Ancillary		
45	2014	12	2014-12	Health		
46	2014	12	2014-12	Healthcare Scientists		
47	2014	12	2014-12	Justice		
48	2014	12	2014-12	Medical (GMC) and Dental (GDC)	1	0
49	2014	12	2014-12	Ministry of Defence		0
50	2014	12	2014-12	Nursing and Midwifery Registered	5	4
51	2014	12	2014-12	Pharmaceutical		0
52	2014	12	2014-12	Public		
53	2014	12	2014-12	Public Health		
54	2014	12	2014-12	Social Care Sector		
55	2014	12	2014-12	Students		
56	2014	12	2014-12	Travel and Leisure		
57	2014	12	2014-12	Unknown		
58	2015	1	2015-1	Additional Clinical Services	1	1
59	2015	1	2015-1	Additional Professional, Scientific and Technical	4	0
60	2015	1	2015-1	Administrative and Clerical	3	3
	2015	1	2015-1	Allied Health Professionals		0
	2015	1	2015-1	Community		
	2015	1	2015-1	Education		
	2015	1	2015-1	e-LfH Staff		
	2015	1	2015-1	Estates and Ancillary		
	2015	1	2015-1	Health		
	2015	1	2015-1	Healthcare Scientists		
	2015	1	2015-1	Justice		
	2015	1	2015-1	Medical (GMC) and Dental (GDC)	2	1
						0

1						
2	2015	1	2015-1	Ministry of Defence		
3	2015	1	2015-1	Nursing and Midwifery Registered	18	10
4	2015	1	2015-1	Pharmaceutical		0
5	2015	1	2015-1	Public		
6	2015	1	2015-1	Public Health		
7	2015	1	2015-1	Social Care Sector	1	1
8	2015	1	2015-1	Students		0
9	2015	1	2015-1	Travel and Leisure		
10	2015	1	2015-1	Unknown		
11	2015	2	2015-2	Additional Clinical Services		
12	2015	2	2015-2	Additional Professional, Scientific and Technical		
13	2015	2	2015-2	Administrative and Clerical	5	2
14	2015	2	2015-2	Allied Health Professionals		0
15	2015	2	2015-2	Community		
16	2015	2	2015-2	Education		
17	2015	2	2015-2	e-LfH Staff		
18	2015	2	2015-2	Estates and Ancillary		
19	2015	2	2015-2	Health		
20	2015	2	2015-2	Healthcare Scientists		
21	2015	2	2015-2	Justice		
22	2015	2	2015-2	Medical (GMC) and Dental (GDC)		
23	2015	2	2015-2	Ministry of Defence		
24	2015	2	2015-2	Nursing and Midwifery Registered	5	4
25	2015	2	2015-2	Pharmaceutical		0
26	2015	2	2015-2	Public		
27	2015	2	2015-2	Public Health		
28	2015	2	2015-2	Social Care Sector		
29	2015	2	2015-2	Students		
30	2015	2	2015-2	Travel and Leisure		
31	2015	2	2015-2	Unknown		
32	2015	3	2015-3	Additional Clinical Services	1	0
33	2015	3	2015-3	Additional Professional, Scientific and Technical	1	1
34	2015	3	2015-3	Administrative and Clerical	15	4
35	2015	3	2015-3	Allied Health Professionals		0
36	2015	3	2015-3	Community		
37	2015	3	2015-3	Education		
38	2015	3	2015-3	e-LfH Staff		
39	2015	3	2015-3	Estates and Ancillary		
40	2015	3	2015-3	Health		
41	2015	3	2015-3	Healthcare Scientists	3	1
42	2015	3	2015-3	Justice		0
43	2015	3	2015-3	Medical (GMC) and Dental (GDC)	4	1
44	2015	3	2015-3	Ministry of Defence		0
45	2015	3	2015-3	Nursing and Midwifery Registered	2	1
46	2015	3	2015-3	Pharmaceutical	1	1
47	2015	3	2015-3	Public		0
48	2015	3	2015-3	Public Health		
49	2015	3	2015-3	Social Care Sector	1	0
50	2015	3	2015-3	Students		0
51	2015	3	2015-3	Travel and Leisure		
52	2015	3	2015-3	Unknown		
53	2015	4	2015-4	Additional Clinical Services	6	0
54	2015	4	2015-4	Additional Professional, Scientific and Technical	1	1
55	2015	4	2015-4	Administrative and Clerical	2	1
56	2015	4	2015-4	Allied Health Professionals	1	1
57	2015	4	2015-4	Community		0
58	2015	4	2015-4	Education		
59	2015	4	2015-4	e-LfH Staff		
60	2015	4	2015-4	Estates and Ancillary		
	2015	4	2015-4	Health		
	2015	4	2015-4	Healthcare Scientists		
	2015	4	2015-4	Justice		
	2015	4	2015-4	Medical (GMC) and Dental (GDC)	13	5
	2015	4	2015-4	Ministry of Defence		0
	2015	4	2015-4	Nursing and Midwifery Registered	2	1
	2015	4	2015-4	Pharmaceutical		0
	2015	4	2015-4	Public		
	2015	4	2015-4	Public Health		

1	2015	4	2015-4	Social Care Sector	1	1	0
2	2015	4	2015-4	Students			
3	2015	4	2015-4	Travel and Leisure			
4	2015	4	2015-4	Unknown			
5	2015	5	2015-5	Additional Clinical Services	3	2	0
6	2015	5	2015-5	Additional Professional, Scientific and Technical			
7	2015	5	2015-5	Administrative and Clerical	2	0	0
8	2015	5	2015-5	Allied Health Professionals			
9	2015	5	2015-5	Community			
10	2015	5	2015-5	Education			
11	2015	5	2015-5	e-LfH Staff			
12	2015	5	2015-5	Estates and Ancillary			
13	2015	5	2015-5	Health			
14	2015	5	2015-5	Healthcare Scientists			
15	2015	5	2015-5	Justice			
16	2015	5	2015-5	Medical (GMC) and Dental (GDC)	7	5	0
17	2015	5	2015-5	Ministry of Defence			
18	2015	5	2015-5	Nursing and Midwifery Registered	4	3	0
19	2015	5	2015-5	Pharmaceutical			
20	2015	5	2015-5	Public			
21	2015	5	2015-5	Public Health			
22	2015	5	2015-5	Social Care Sector			
23	2015	5	2015-5	Students	1	1	0
24	2015	5	2015-5	Travel and Leisure			
25	2015	5	2015-5	Unknown			
26	2015	6	2015-6	Additional Clinical Services	1	1	0
27	2015	6	2015-6	Additional Professional, Scientific and Technical			
28	2015	6	2015-6	Administrative and Clerical	12	5	0
29	2015	6	2015-6	Allied Health Professionals			
30	2015	6	2015-6	Community			
31	2015	6	2015-6	Education			
32	2015	6	2015-6	e-LfH Staff			
33	2015	6	2015-6	Estates and Ancillary			
34	2015	6	2015-6	Health			
35	2015	6	2015-6	Healthcare Scientists	1	1	0
36	2015	6	2015-6	Justice			
37	2015	6	2015-6	Medical (GMC) and Dental (GDC)	4	2	0
38	2015	6	2015-6	Ministry of Defence			
39	2015	6	2015-6	Nursing and Midwifery Registered	6	2	0
40	2015	6	2015-6	Pharmaceutical			
41	2015	6	2015-6	Public			
42	2015	6	2015-6	Public Health			
43	2015	6	2015-6	Social Care Sector	1	0	0
44	2015	6	2015-6	Students			
45	2015	6	2015-6	Travel and Leisure			
46	2015	6	2015-6	Unknown	1	1	0
47	2015	7	2015-7	Additional Clinical Services	3	1	0
48	2015	7	2015-7	Additional Professional, Scientific and Technical	3	1	0
49	2015	7	2015-7	Administrative and Clerical	8	5	0
50	2015	7	2015-7	Allied Health Professionals	1	0	0
51	2015	7	2015-7	Community			
52	2015	7	2015-7	Education			
53	2015	7	2015-7	e-LfH Staff			
54	2015	7	2015-7	Estates and Ancillary			
55	2015	7	2015-7	Health			
56	2015	7	2015-7	Healthcare Scientists			
57	2015	7	2015-7	Justice			
58	2015	7	2015-7	Medical (GMC) and Dental (GDC)	2	2	0
59	2015	7	2015-7	Ministry of Defence			
60	2015	7	2015-7	Nursing and Midwifery Registered	7	2	0
	2015	7	2015-7	Pharmaceutical			
	2015	7	2015-7	Public			
	2015	7	2015-7	Public Health			
	2015	7	2015-7	Social Care Sector			
	2015	7	2015-7	Students			
	2015	7	2015-7	Travel and Leisure			
	2015	7	2015-7	Unknown			
	2015	8	2015-8	Additional Clinical Services			

1						
2	2015	8	2015-8	Additional Professional, Scientific and Technical		
3	2015	8	2015-8	Administrative and Clerical	5	3
4	2015	8	2015-8	Allied Health Professionals		0
5	2015	8	2015-8	Community		
6	2015	8	2015-8	Education		
7	2015	8	2015-8	e-LfH Staff		
8	2015	8	2015-8	Estates and Ancillary		
9	2015	8	2015-8	Health	3	1
10	2015	8	2015-8	Healthcare Scientists	1	1
11	2015	8	2015-8	Justice		0
12	2015	8	2015-8	Medical (GMC) and Dental (GDC)	6	2
13	2015	8	2015-8	Ministry of Defence		0
14	2015	8	2015-8	Nursing and Midwifery Registered	6	1
15	2015	8	2015-8	Pharmaceutical		0
16	2015	8	2015-8	Public		
17	2015	8	2015-8	Public Health		
18	2015	8	2015-8	Social Care Sector		
19	2015	8	2015-8	Students		
20	2015	8	2015-8	Travel and Leisure		
21	2015	8	2015-8	Unknown	2	2
22	2015	9	2015-9	Additional Clinical Services		0
23	2015	9	2015-9	Additional Professional, Scientific and Technical		
24	2015	9	2015-9	Administrative and Clerical	8	4
25	2015	9	2015-9	Allied Health Professionals		0
26	2015	9	2015-9	Community		
27	2015	9	2015-9	Education		
28	2015	9	2015-9	e-LfH Staff		
29	2015	9	2015-9	Estates and Ancillary		
30	2015	9	2015-9	Health		
31	2015	9	2015-9	Healthcare Scientists		
32	2015	9	2015-9	Justice		
33	2015	9	2015-9	Medical (GMC) and Dental (GDC)	5	2
34	2015	9	2015-9	Ministry of Defence		0
35	2015	9	2015-9	Nursing and Midwifery Registered		
36	2015	9	2015-9	Pharmaceutical		
37	2015	9	2015-9	Public		
38	2015	9	2015-9	Public Health		
39	2015	9	2015-9	Social Care Sector	4	1
40	2015	9	2015-9	Students		0
41	2015	9	2015-9	Travel and Leisure		
42	2015	9	2015-9	Unknown	4	3
43	2015	10	2015-10	Additional Clinical Services	1	1
44	2015	10	2015-10	Additional Professional, Scientific and Technical		0
45	2015	10	2015-10	Administrative and Clerical	3	2
46	2015	10	2015-10	Allied Health Professionals		
47	2015	10	2015-10	Community		
48	2015	10	2015-10	Education		
49	2015	10	2015-10	e-LfH Staff		
50	2015	10	2015-10	Estates and Ancillary		
51	2015	10	2015-10	Health		
52	2015	10	2015-10	Healthcare Scientists		
53	2015	10	2015-10	Justice		
54	2015	10	2015-10	Medical (GMC) and Dental (GDC)	8	5
55	2015	10	2015-10	Ministry of Defence		0
56	2015	10	2015-10	Nursing and Midwifery Registered	4	2
57	2015	10	2015-10	Pharmaceutical		0
58	2015	10	2015-10	Public		
59	2015	10	2015-10	Public Health		
60	2015	10	2015-10	Social Care Sector	3	2
	2015	10	2015-10	Students	1	1
	2015	10	2015-10	Travel and Leisure		0
	2015	10	2015-10	Unknown		
	2015	11	2015-11	Additional Clinical Services	1	0
	2015	11	2015-11	Additional Professional, Scientific and Technical	1	1
	2015	11	2015-11	Administrative and Clerical	5	4
	2015	11	2015-11	Allied Health Professionals	2	1
	2015	11	2015-11	Community		0
	2015	11	2015-11	Education		

1						
2	2015	11	2015-11	e-LfH Staff		
3	2015	11	2015-11	Estates and Ancillary		
4	2015	11	2015-11	Health		
5	2015	11	2015-11	Healthcare Scientists		
6	2015	11	2015-11	Justice		
7	2015	11	2015-11	Medical (GMC) and Dental (GDC)	6	4
8	2015	11	2015-11	Ministry of Defence		0
9	2015	11	2015-11	Nursing and Midwifery Registered	6	5
10	2015	11	2015-11	Pharmaceutical		0
11	2015	11	2015-11	Public		
12	2015	11	2015-11	Public Health		
13	2015	11	2015-11	Social Care Sector	1	1
14	2015	11	2015-11	Students	2	1
15	2015	11	2015-11	Travel and Leisure		0
16	2015	11	2015-11	Unknown	8	7
17	2015	12	2015-12	Additional Clinical Services	3	2
18	2015	12	2015-12	Additional Professional, Scientific and Technical		0
19	2015	12	2015-12	Administrative and Clerical	7	2
20	2015	12	2015-12	Allied Health Professionals		0
21	2015	12	2015-12	Community		
22	2015	12	2015-12	Education		
23	2015	12	2015-12	e-LfH Staff		
24	2015	12	2015-12	Estates and Ancillary		
25	2015	12	2015-12	Health		
26	2015	12	2015-12	Healthcare Scientists	4	1
27	2015	12	2015-12	Justice		0
28	2015	12	2015-12	Medical (GMC) and Dental (GDC)	2	1
29	2015	12	2015-12	Ministry of Defence		0
30	2015	12	2015-12	Nursing and Midwifery Registered	6	3
31	2015	12	2015-12	Pharmaceutical		0
32	2015	12	2015-12	Public		
33	2015	12	2015-12	Public Health		
34	2015	12	2015-12	Social Care Sector	2	1
35	2015	12	2015-12	Students		0
36	2015	12	2015-12	Travel and Leisure		
37	2015	12	2015-12	Unknown	5	1
38	2016	1	2016-1	Additional Clinical Services	3	1
39	2016	1	2016-1	Additional Professional, Scientific and Technical		0
40	2016	1	2016-1	Administrative and Clerical	5	4
41	2016	1	2016-1	Allied Health Professionals	1	1
42	2016	1	2016-1	Community		0
43	2016	1	2016-1	Education		
44	2016	1	2016-1	e-LfH Staff		
45	2016	1	2016-1	Estates and Ancillary		
46	2016	1	2016-1	Health	1	1
47	2016	1	2016-1	Healthcare Scientists		0
48	2016	1	2016-1	Justice		
49	2016	1	2016-1	Medical (GMC) and Dental (GDC)	7	2
50	2016	1	2016-1	Ministry of Defence		0
51	2016	1	2016-1	Nursing and Midwifery Registered	8	4
52	2016	1	2016-1	Pharmaceutical		0
53	2016	1	2016-1	Public		
54	2016	1	2016-1	Public Health		
55	2016	1	2016-1	Social Care Sector	6	1
56	2016	1	2016-1	Students	2	1
57	2016	1	2016-1	Travel and Leisure		0
58	2016	1	2016-1	Unknown	1	1
59	2016	2	2016-2	Additional Clinical Services	1	1
60	2016	2	2016-2	Additional Professional, Scientific and Technical		0
	2016	2	2016-2	Administrative and Clerical	8	5
	2016	2	2016-2	Allied Health Professionals	5	3
	2016	2	2016-2	Community		0
	2016	2	2016-2	Education		
	2016	2	2016-2	e-LfH Staff		
	2016	2	2016-2	Estates and Ancillary		
	2016	2	2016-2	Health		
	2016	2	2016-2	Healthcare Scientists	2	1
	2016	2	2016-2	Justice		0

1	2016	2	2016-2	Medical (GMC) and Dental (GDC)	7	5	0
2	2016	2	2016-2	Ministry of Defence			
3	2016	2	2016-2	Nursing and Midwifery Registered	7	4	0
4	2016	2	2016-2	Pharmaceutical			
5	2016	2	2016-2	Public			
6	2016	2	2016-2	Public Health			
7	2016	2	2016-2	Social Care Sector			
8	2016	2	2016-2	Students	2	2	0
9	2016	2	2016-2	Travel and Leisure			
10	2016	2	2016-2	Unknown			
11	2016	3	2016-3	Additional Clinical Services	1	1	0
12	2016	3	2016-3	Additional Professional, Scientific and Technical			
13	2016	3	2016-3	Administrative and Clerical			
14	2016	3	2016-3	Allied Health Professionals	2	0	0
15	2016	3	2016-3	Community			
16	2016	3	2016-3	Education			
17	2016	3	2016-3	e-LfH Staff			
18	2016	3	2016-3	Estates and Ancillary			
19	2016	3	2016-3	Health			
20	2016	3	2016-3	Healthcare Scientists			
21	2016	3	2016-3	Justice			
22	2016	3	2016-3	Medical (GMC) and Dental (GDC)	5	2	0
23	2016	3	2016-3	Ministry of Defence			
24	2016	3	2016-3	Nursing and Midwifery Registered	5	1	0
25	2016	3	2016-3	Pharmaceutical			
26	2016	3	2016-3	Public			
27	2016	3	2016-3	Public Health			
28	2016	3	2016-3	Social Care Sector			
29	2016	3	2016-3	Students			
30	2016	3	2016-3	Travel and Leisure			
31	2016	3	2016-3	Unknown			
32	2016	4	2016-4	Additional Clinical Services	1	0	0
33	2016	4	2016-4	Additional Professional, Scientific and Technical			
34	2016	4	2016-4	Administrative and Clerical			
35	2016	4	2016-4	Allied Health Professionals	2	1	0
36	2016	4	2016-4	Community			
37	2016	4	2016-4	Education			
38	2016	4	2016-4	e-LfH Staff			
39	2016	4	2016-4	Estates and Ancillary			
40	2016	4	2016-4	Health			
41	2016	4	2016-4	Healthcare Scientists			
42	2016	4	2016-4	Justice			
43	2016	4	2016-4	Medical (GMC) and Dental (GDC)	5	2	0
44	2016	4	2016-4	Ministry of Defence			
45	2016	4	2016-4	Nursing and Midwifery Registered	3	2	0
46	2016	4	2016-4	Pharmaceutical			
47	2016	4	2016-4	Public			
48	2016	4	2016-4	Public Health			
49	2016	4	2016-4	Social Care Sector	1	1	0
50	2016	4	2016-4	Students	2	2	0
51	2016	4	2016-4	Travel and Leisure			
52	2016	4	2016-4	Unknown			
53	2016	5	2016-5	Additional Clinical Services	3	0	0
54	2016	5	2016-5	Additional Professional, Scientific and Technical			
55	2016	5	2016-5	Administrative and Clerical	1	1	0
56	2016	5	2016-5	Allied Health Professionals	1	1	0
57	2016	5	2016-5	Community			
58	2016	5	2016-5	Education	2	1	0
59	2016	5	2016-5	e-LfH Staff			
60	2016	5	2016-5	Estates and Ancillary			
	2016	5	2016-5	Health			
	2016	5	2016-5	Healthcare Scientists			
	2016	5	2016-5	Justice			
	2016	5	2016-5	Medical (GMC) and Dental (GDC)	9	6	0
	2016	5	2016-5	Ministry of Defence			
	2016	5	2016-5	Nursing and Midwifery Registered	8	5	0
	2016	5	2016-5	Pharmaceutical			
	2016	5	2016-5	Public			

1						
2	2016	5	2016-5	Public Health		
3	2016	5	2016-5	Social Care Sector	1	1
4	2016	5	2016-5	Students	1	1
5	2016	5	2016-5	Travel and Leisure		
6	2016	5	2016-5	Unknown	9	7
7	2016	6	2016-6	Additional Clinical Services		
8	2016	6	2016-6	Additional Professional, Scientific and Technical		
9	2016	6	2016-6	Administrative and Clerical	1	0
10	2016	6	2016-6	Allied Health Professionals	25	12
11	2016	6	2016-6	Community		
12	2016	6	2016-6	Education		
13	2016	6	2016-6	e-LfH Staff		
14	2016	6	2016-6	Estates and Ancillary		
15	2016	6	2016-6	Health		
16	2016	6	2016-6	Healthcare Scientists		
17	2016	6	2016-6	Justice		
18	2016	6	2016-6	Medical (GMC) and Dental (GDC)	3	2
19	2016	6	2016-6	Ministry of Defence		
20	2016	6	2016-6	Nursing and Midwifery Registered	7	3
21	2016	6	2016-6	Pharmaceutical		
22	2016	6	2016-6	Public		
23	2016	6	2016-6	Public Health		
24	2016	6	2016-6	Social Care Sector	1	0
25	2016	6	2016-6	Students	1	0
26	2016	6	2016-6	Travel and Leisure		
27	2016	6	2016-6	Unknown	5	1
28	2016	7	2016-7	Additional Clinical Services	7	4
29	2016	7	2016-7	Additional Professional, Scientific and Technical	2	1
30	2016	7	2016-7	Administrative and Clerical	16	6
31	2016	7	2016-7	Allied Health Professionals	8	6
32	2016	7	2016-7	Community		
33	2016	7	2016-7	Education		
34	2016	7	2016-7	e-LfH Staff		
35	2016	7	2016-7	Estates and Ancillary		
36	2016	7	2016-7	Health		
37	2016	7	2016-7	Healthcare Scientists		
38	2016	7	2016-7	Justice		
39	2016	7	2016-7	Medical (GMC) and Dental (GDC)	2	2
40	2016	7	2016-7	Ministry of Defence		
41	2016	7	2016-7	Nursing and Midwifery Registered	6	3
42	2016	7	2016-7	Pharmaceutical		
43	2016	7	2016-7	Public		
44	2016	7	2016-7	Public Health		
45	2016	7	2016-7	Social Care Sector	5	2
46	2016	7	2016-7	Students	2	1
47	2016	7	2016-7	Travel and Leisure		
48	2016	7	2016-7	Unknown		
49	2016	8	2016-8	Additional Clinical Services	3	1
50	2016	8	2016-8	Additional Professional, Scientific and Technical		
51	2016	8	2016-8	Administrative and Clerical	9	6
52	2016	8	2016-8	Allied Health Professionals	2	0
53	2016	8	2016-8	Community		
54	2016	8	2016-8	Education		
55	2016	8	2016-8	e-LfH Staff		
56	2016	8	2016-8	Estates and Ancillary		
57	2016	8	2016-8	Health		
58	2016	8	2016-8	Healthcare Scientists		
59	2016	8	2016-8	Justice		
60	2016	8	2016-8	Medical (GMC) and Dental (GDC)		
	2016	8	2016-8	Ministry of Defence		
	2016	8	2016-8	Nursing and Midwifery Registered	7	2
	2016	8	2016-8	Pharmaceutical		
	2016	8	2016-8	Public		
	2016	8	2016-8	Public Health		
	2016	8	2016-8	Social Care Sector		
	2016	8	2016-8	Students		
	2016	8	2016-8	Travel and Leisure		
	2016	8	2016-8	Unknown		

1							
2	2016	9	2016-9	Additional Clinical Services	2	1	0
3	2016	9	2016-9	Additional Professional, Scientific and Technical			
4	2016	9	2016-9	Administrative and Clerical	5	3	0
5	2016	9	2016-9	Allied Health Professionals	1	1	0
6	2016	9	2016-9	Community			
7	2016	9	2016-9	Education			
8	2016	9	2016-9	e-LfH Staff			
9	2016	9	2016-9	Estates and Ancillary			
10	2016	9	2016-9	Health	1	1	0
11	2016	9	2016-9	Healthcare Scientists			
12	2016	9	2016-9	Justice			
13	2016	9	2016-9	Medical (GMC) and Dental (GDC)	9	6	0
14	2016	9	2016-9	Ministry of Defence			
15	2016	9	2016-9	Nursing and Midwifery Registered	3	2	0
16	2016	9	2016-9	Pharmaceutical			
17	2016	9	2016-9	Public			
18	2016	9	2016-9	Public Health			
19	2016	9	2016-9	Social Care Sector	1	0	0
20	2016	9	2016-9	Students	7	4	0
21	2016	9	2016-9	Travel and Leisure			
22	2016	9	2016-9	Unknown	6	6	0
23	2016	10	2016-10	Additional Clinical Services	1	0	0
24	2016	10	2016-10	Additional Professional, Scientific and Technical	8	1	0
25	2016	10	2016-10	Administrative and Clerical	3	1	0
26	2016	10	2016-10	Allied Health Professionals			
27	2016	10	2016-10	Community	1	1	0
28	2016	10	2016-10	Education			
29	2016	10	2016-10	e-LfH Staff			
30	2016	10	2016-10	Estates and Ancillary			
31	2016	10	2016-10	Health			
32	2016	10	2016-10	Healthcare Scientists			
33	2016	10	2016-10	Justice			
34	2016	10	2016-10	Medical (GMC) and Dental (GDC)	13	7	0
35	2016	10	2016-10	Ministry of Defence			
36	2016	10	2016-10	Nursing and Midwifery Registered	7	5	0
37	2016	10	2016-10	Pharmaceutical			
38	2016	10	2016-10	Public			
39	2016	10	2016-10	Public Health			
40	2016	10	2016-10	Social Care Sector			
41	2016	10	2016-10	Students	2	1	0
42	2016	10	2016-10	Travel and Leisure			
43	2016	10	2016-10	Unknown	4	3	0
44	2016	11	2016-11	Additional Clinical Services			
45	2016	11	2016-11	Additional Professional, Scientific and Technical			
46	2016	11	2016-11	Administrative and Clerical	10	3	0
47	2016	11	2016-11	Allied Health Professionals	7	3	0
48	2016	11	2016-11	Community			
49	2016	11	2016-11	Education			
50	2016	11	2016-11	e-LfH Staff			
51	2016	11	2016-11	Estates and Ancillary			
52	2016	11	2016-11	Health	1	1	0
53	2016	11	2016-11	Healthcare Scientists			
54	2016	11	2016-11	Justice			
55	2016	11	2016-11	Medical (GMC) and Dental (GDC)	7	6	0
56	2016	11	2016-11	Ministry of Defence			
57	2016	11	2016-11	Nursing and Midwifery Registered	5	4	0
58	2016	11	2016-11	Pharmaceutical			
59	2016	11	2016-11	Public			
60	2016	11	2016-11	Public Health			
	2016	11	2016-11	Social Care Sector			
	2016	11	2016-11	Students	2	0	0
	2016	11	2016-11	Travel and Leisure			
	2016	11	2016-11	Unknown	3	3	0
	2016	12	2016-12	Additional Clinical Services	1	1	0
	2016	12	2016-12	Additional Professional, Scientific and Technical	1	1	0
	2016	12	2016-12	Administrative and Clerical	9	6	0
	2016	12	2016-12	Allied Health Professionals	7	5	0
	2016	12	2016-12	Community			

1						
2	2016	12	2016-12	Education		
3	2016	12	2016-12	e-LfH Staff		
4	2016	12	2016-12	Estates and Ancillary		
5	2016	12	2016-12	Health	2	1
6	2016	12	2016-12	Healthcare Scientists		0
7	2016	12	2016-12	Justice		
8	2016	12	2016-12	Medical (GMC) and Dental (GDC)	9	6
9	2016	12	2016-12	Ministry of Defence		0
10	2016	12	2016-12	Nursing and Midwifery Registered	14	8
11	2016	12	2016-12	Pharmaceutical		0
12	2016	12	2016-12	Public		
13	2016	12	2016-12	Public Health	1	0
14	2016	12	2016-12	Social Care Sector		0
15	2016	12	2016-12	Students		
16	2016	12	2016-12	Travel and Leisure		
17	2016	12	2016-12	Unknown	5	3
18	2017	1	2017-1	Additional Clinical Services	20	14
19	2017	1	2017-1	Additional Professional, Scientific and Technical	2	1
20	2017	1	2017-1	Administrative and Clerical	30	19
21	2017	1	2017-1	Allied Health Professionals	9	4
22	2017	1	2017-1	Community		0
23	2017	1	2017-1	Education	1	0
24	2017	1	2017-1	e-LfH Staff		0
25	2017	1	2017-1	Estates and Ancillary		
26	2017	1	2017-1	Health		
27	2017	1	2017-1	Healthcare Scientists		
28	2017	1	2017-1	Justice		
29	2017	1	2017-1	Medical (GMC) and Dental (GDC)	17	9
30	2017	1	2017-1	Ministry of Defence	1	1
31	2017	1	2017-1	Nursing and Midwifery Registered	33	23
32	2017	1	2017-1	Pharmaceutical		0
33	2017	1	2017-1	Public		
34	2017	1	2017-1	Public Health		
35	2017	1	2017-1	Social Care Sector	6	2
36	2017	1	2017-1	Students		0
37	2017	1	2017-1	Travel and Leisure		
38	2017	1	2017-1	Unknown	12	5
39	2017	2	2017-2	Additional Clinical Services	2	1
40	2017	2	2017-2	Additional Professional, Scientific and Technical		0
41	2017	2	2017-2	Administrative and Clerical	8	5
42	2017	2	2017-2	Allied Health Professionals	1	1
43	2017	2	2017-2	Community		0
44	2017	2	2017-2	Education		
45	2017	2	2017-2	e-LfH Staff		
46	2017	2	2017-2	Estates and Ancillary		
47	2017	2	2017-2	Health		
48	2017	2	2017-2	Healthcare Scientists		
49	2017	2	2017-2	Justice		
50	2017	2	2017-2	Medical (GMC) and Dental (GDC)	26	16
51	2017	2	2017-2	Ministry of Defence		0
52	2017	2	2017-2	Nursing and Midwifery Registered	17	7
53	2017	2	2017-2	Pharmaceutical		0
54	2017	2	2017-2	Public		
55	2017	2	2017-2	Public Health		
56	2017	2	2017-2	Social Care Sector	1	0
57	2017	2	2017-2	Students	2	2
58	2017	2	2017-2	Travel and Leisure		0
59	2017	2	2017-2	Unknown	3	2
60	2017	3	2017-3	Additional Clinical Services	5	3
	2017	3	2017-3	Additional Professional, Scientific and Technical	3	1
	2017	3	2017-3	Administrative and Clerical	2	1
	2017	3	2017-3	Allied Health Professionals	1	0
	2017	3	2017-3	Community		0
	2017	3	2017-3	Education		
	2017	3	2017-3	e-LfH Staff	2	1
	2017	3	2017-3	Estates and Ancillary		0
	2017	3	2017-3	Health		
	2017	3	2017-3	Healthcare Scientists		

1						
2	2017	3	2017-3	Justice		
3	2017	3	2017-3	Medical (GMC) and Dental (GDC)	5	1
4	2017	3	2017-3	Ministry of Defence		0
5	2017	3	2017-3	Nursing and Midwifery Registered	17	10
6	2017	3	2017-3	Pharmaceutical		0
7	2017	3	2017-3	Public		
8	2017	3	2017-3	Public Health		
9	2017	3	2017-3	Social Care Sector	4	1
10	2017	3	2017-3	Students	2	2
11	2017	3	2017-3	Travel and Leisure		0
12	2017	3	2017-3	Unknown	2	1
13	2017	4	2017-4	Additional Clinical Services		0
14	2017	4	2017-4	Additional Professional, Scientific and Technical		
15	2017	4	2017-4	Administrative and Clerical	1	1
16	2017	4	2017-4	Allied Health Professionals		0
17	2017	4	2017-4	Community		
18	2017	4	2017-4	Education		
19	2017	4	2017-4	e-LfH Staff		
20	2017	4	2017-4	Estates and Ancillary		
21	2017	4	2017-4	Health		
22	2017	4	2017-4	Healthcare Scientists		
23	2017	4	2017-4	Justice		
24	2017	4	2017-4	Medical (GMC) and Dental (GDC)	6	2
25	2017	4	2017-4	Ministry of Defence	2	2
26	2017	4	2017-4	Nursing and Midwifery Registered	11	6
27	2017	4	2017-4	Pharmaceutical		0
28	2017	4	2017-4	Public		
29	2017	4	2017-4	Public Health		
30	2017	4	2017-4	Social Care Sector	7	4
31	2017	4	2017-4	Students		0
32	2017	4	2017-4	Travel and Leisure		
33	2017	4	2017-4	Unknown		
34	2017	5	2017-5	Additional Clinical Services	2	2
35	2017	5	2017-5	Additional Professional, Scientific and Technical	1	1
36	2017	5	2017-5	Administrative and Clerical	3	2
37	2017	5	2017-5	Allied Health Professionals		0
38	2017	5	2017-5	Community		
39	2017	5	2017-5	Education		
40	2017	5	2017-5	e-LfH Staff		
41	2017	5	2017-5	Estates and Ancillary		
42	2017	5	2017-5	Health		
43	2017	5	2017-5	Healthcare Scientists		
44	2017	5	2017-5	Justice		
45	2017	5	2017-5	Medical (GMC) and Dental (GDC)	7	4
46	2017	5	2017-5	Ministry of Defence		0
47	2017	5	2017-5	Nursing and Midwifery Registered	8	6
48	2017	5	2017-5	Pharmaceutical		0
49	2017	5	2017-5	Public		
50	2017	5	2017-5	Public Health		
51	2017	5	2017-5	Social Care Sector	1	0
52	2017	5	2017-5	Students		0
53	2017	5	2017-5	Travel and Leisure		
54	2017	5	2017-5	Unknown	1	1
55	2017	5	2017-5	Additional Clinical Services	10	4
56	2017	6	2017-6	Additional Professional, Scientific and Technical		0
57	2017	6	2017-6	Administrative and Clerical	3	1
58	2017	6	2017-6	Allied Health Professionals	1	1
59	2017	6	2017-6	Community		0
60	2017	6	2017-6	Education		
	2017	6	2017-6	e-LfH Staff		
	2017	6	2017-6	Estates and Ancillary		
	2017	6	2017-6	Health	1	1
	2017	6	2017-6	Healthcare Scientists		0
	2017	6	2017-6	Justice		
	2017	6	2017-6	Medical (GMC) and Dental (GDC)	13	7
	2017	6	2017-6	Ministry of Defence	1	1
	2017	6	2017-6	Nursing and Midwifery Registered	5	4
	2017	6	2017-6	Pharmaceutical		0

1						
2	2017 6	2017-6	Public			
3	2017 6	2017-6	Public Health	3	0	0
4	2017 6	2017-6	Social Care Sector	1	1	0
5	2017 6	2017-6	Students	5	3	0
6	2017 6	2017-6	Travel and Leisure			
7	2017 6	2017-6	Unknown			
8	2017 7	2017-7	Additional Clinical Services	2	2	0
9	2017 7	2017-7	Additional Professional, Scientific and Technical			
10	2017 7	2017-7	Administrative and Clerical	4	3	0
11	2017 7	2017-7	Allied Health Professionals			
12	2017 7	2017-7	Community			
13	2017 7	2017-7	Education			
14	2017 7	2017-7	e-LfH Staff			
15	2017 7	2017-7	Estates and Ancillary			
16	2017 7	2017-7	Health			
17	2017 7	2017-7	Healthcare Scientists			
18	2017 7	2017-7	Justice			
19	2017 7	2017-7	Medical (GMC) and Dental (GDC)	6	4	0
20	2017 7	2017-7	Ministry of Defence			
21	2017 7	2017-7	Nursing and Midwifery Registered	12	5	0
22	2017 7	2017-7	Pharmaceutical			
23	2017 7	2017-7	Public			
24	2017 7	2017-7	Public Health			
25	2017 7	2017-7	Social Care Sector	4	2	0
26	2017 7	2017-7	Students	1	0	0
27	2017 7	2017-7	Travel and Leisure			
28	2017 7	2017-7	Unknown			
29	2017 8	2017-8	Additional Clinical Services	2	1	0
30	2017 8	2017-8	Additional Professional, Scientific and Technical			
31	2017 8	2017-8	Administrative and Clerical	3	2	0
32	2017 8	2017-8	Allied Health Professionals	1	1	0
33	2017 8	2017-8	Community			
34	2017 8	2017-8	Education	1	0	0
35	2017 8	2017-8	e-LfH Staff			
36	2017 8	2017-8	Estates and Ancillary	1	0	0
37	2017 8	2017-8	Health			
38	2017 8	2017-8	Healthcare Scientists			
39	2017 8	2017-8	Justice			
40	2017 8	2017-8	Medical (GMC) and Dental (GDC)	2	1	0
41	2017 8	2017-8	Ministry of Defence			
42	2017 8	2017-8	Nursing and Midwifery Registered	9	7	0
43	2017 8	2017-8	Pharmaceutical			
44	2017 8	2017-8	Public			
45	2017 8	2017-8	Public Health			
46	2017 8	2017-8	Social Care Sector			
47	2017 8	2017-8	Students			
48	2017 8	2017-8	Travel and Leisure			
49	2017 8	2017-8	Unknown			
50	2017 9	2017-9	Additional Clinical Services	8	5	0
51	2017 9	2017-9	Additional Professional, Scientific and Technical			
52	2017 9	2017-9	Administrative and Clerical	2	1	0
53	2017 9	2017-9	Allied Health Professionals			
54	2017 9	2017-9	Community	1	1	0
55	2017 9	2017-9	Education			
56	2017 9	2017-9	e-LfH Staff			
57	2017 9	2017-9	Estates and Ancillary	1	1	0
58	2017 9	2017-9	Health	1	1	0
59	2017 9	2017-9	Healthcare Scientists			
60	2017 9	2017-9	Justice			
	2017 9	2017-9	Medical (GMC) and Dental (GDC)	10	4	0
	2017 9	2017-9	Ministry of Defence			
	2017 9	2017-9	Nursing and Midwifery Registered	16	10	0
	2017 9	2017-9	Pharmaceutical			
	2017 9	2017-9	Public			
	2017 9	2017-9	Public Health			
	2017 9	2017-9	Social Care Sector	5	2	0
	2017 9	2017-9	Students	1	1	0
	2017 9	2017-9	Travel and Leisure			

1						
2	2017	9	2017-9	Unknown		
3	2017	10	2017-10	Additional Clinical Services	6	5
4	2017	10	2017-10	Additional Professional, Scientific and Technical		0
5	2017	10	2017-10	Administrative and Clerical	5	4
6	2017	10	2017-10	Allied Health Professionals	1	1
7	2017	10	2017-10	Community	2	0
8	2017	10	2017-10	Education	7	2
9	2017	10	2017-10	e-LfH Staff		0
10	2017	10	2017-10	Estates and Ancillary		
11	2017	10	2017-10	Health	1	0
12	2017	10	2017-10	Healthcare Scientists		0
13	2017	10	2017-10	Justice		
14	2017	10	2017-10	Medical (GMC) and Dental (GDC)	10	6
15	2017	10	2017-10	Ministry of Defence		0
16	2017	10	2017-10	Nursing and Midwifery Registered	15	10
17	2017	10	2017-10	Pharmaceutical		0
18	2017	10	2017-10	Public		
19	2017	10	2017-10	Public Health	1	0
20	2017	10	2017-10	Social Care Sector	1	1
21	2017	10	2017-10	Students	1	1
22	2017	10	2017-10	Travel and Leisure		0
23	2017	10	2017-10	Unknown	1	1
24	2017	11	2017-11	Additional Clinical Services	2	1
25	2017	11	2017-11	Additional Professional, Scientific and Technical		0
26	2017	11	2017-11	Administrative and Clerical	1	1
27	2017	11	2017-11	Allied Health Professionals		0
28	2017	11	2017-11	Community		
29	2017	11	2017-11	Education	1	1
30	2017	11	2017-11	e-LfH Staff		0
31	2017	11	2017-11	Estates and Ancillary		
32	2017	11	2017-11	Health	5	1
33	2017	11	2017-11	Healthcare Scientists		0
34	2017	11	2017-11	Justice		
35	2017	11	2017-11	Medical (GMC) and Dental (GDC)	18	12
36	2017	11	2017-11	Ministry of Defence		0
37	2017	11	2017-11	Nursing and Midwifery Registered	3	2
38	2017	11	2017-11	Pharmaceutical	5	3
39	2017	11	2017-11	Public		0
40	2017	11	2017-11	Public Health	1	0
41	2017	11	2017-11	Social Care Sector	1	0
42	2017	11	2017-11	Students	1	1
43	2017	11	2017-11	Travel and Leisure		0
44	2017	11	2017-11	Unknown	1	1
45	2017	12	2017-12	Additional Clinical Services	5	2
46	2017	12	2017-12	Additional Professional, Scientific and Technical		0
47	2017	12	2017-12	Administrative and Clerical	3	2
48	2017	12	2017-12	Allied Health Professionals		
49	2017	12	2017-12	Community		
50	2017	12	2017-12	Education	1	1
51	2017	12	2017-12	e-LfH Staff		0
52	2017	12	2017-12	Estates and Ancillary		
53	2017	12	2017-12	Health	1	0
54	2017	12	2017-12	Healthcare Scientists		0
55	2017	12	2017-12	Justice		
56	2017	12	2017-12	Medical (GMC) and Dental (GDC)	9	4
57	2017	12	2017-12	Ministry of Defence		0
58	2017	12	2017-12	Nursing and Midwifery Registered	7	4
59	2017	12	2017-12	Pharmaceutical		0
60	2017	12	2017-12	Public		
	2017	12	2017-12	Public Health		
	2017	12	2017-12	Social Care Sector		
	2017	12	2017-12	Students	3	2
	2017	12	2017-12	Travel and Leisure		0
	2017	12	2017-12	Unknown	2	2
	2018	1	2018-1	Additional Clinical Services	5	2
	2018	1	2018-1	Additional Professional, Scientific and Technical		0
	2018	1	2018-1	Administrative and Clerical	5	3
	2018	1	2018-1	Allied Health Professionals	2	2

1						
2	2018 1	2018-1	Community			
3	2018 1	2018-1	Education	1	0	0
4	2018 1	2018-1	e-LfH Staff			
5	2018 1	2018-1	Estates and Ancillary			
6	2018 1	2018-1	Health	1	0	0
7	2018 1	2018-1	Healthcare Scientists			
8	2018 1	2018-1	Justice			
9	2018 1	2018-1	Medical (GMC) and Dental (GDC)	11	7	0
10	2018 1	2018-1	Ministry of Defence			
11	2018 1	2018-1	Nursing and Midwifery Registered	18	9	0
12	2018 1	2018-1	Pharmaceutical			
13	2018 1	2018-1	Public			
14	2018 1	2018-1	Public Health			
15	2018 1	2018-1	Social Care Sector	5	2	0
16	2018 1	2018-1	Students	1	0	0
17	2018 1	2018-1	Travel and Leisure			
18	2018 1	2018-1	Unknown	2	1	0
19	2018 2	2018-2	Additional Clinical Services	2	1	0
20	2018 2	2018-2	Additional Professional, Scientific and Technical	1	1	0
21	2018 2	2018-2	Administrative and Clerical	20	8	0
22	2018 2	2018-2	Allied Health Professionals			
23	2018 2	2018-2	Community			
24	2018 2	2018-2	Education	2	1	0
25	2018 2	2018-2	e-LfH Staff			
26	2018 2	2018-2	Estates and Ancillary			
27	2018 2	2018-2	Health	1	0	0
28	2018 2	2018-2	Healthcare Scientists			
29	2018 2	2018-2	Justice			
30	2018 2	2018-2	Medical (GMC) and Dental (GDC)	18	10	0
31	2018 2	2018-2	Ministry of Defence			
32	2018 2	2018-2	Nursing and Midwifery Registered	14	11	0
33	2018 2	2018-2	Pharmaceutical			
34	2018 2	2018-2	Public			
35	2018 2	2018-2	Public Health			
36	2018 2	2018-2	Social Care Sector	4	2	0
37	2018 2	2018-2	Students	4	2	0
38	2018 2	2018-2	Travel and Leisure			
39	2018 2	2018-2	Unknown	2	1	0
40	2018 3	2018-3	Additional Clinical Services	1	1	0
41	2018 3	2018-3	Additional Professional, Scientific and Technical	2	1	0
42	2018 3	2018-3	Administrative and Clerical	12	9	0
43	2018 3	2018-3	Allied Health Professionals			
44	2018 3	2018-3	Community	1	0	0
45	2018 3	2018-3	Education	2	2	0
46	2018 3	2018-3	e-LfH Staff			
47	2018 3	2018-3	Estates and Ancillary			
48	2018 3	2018-3	Health	1	0	0
49	2018 3	2018-3	Healthcare Scientists			
50	2018 3	2018-3	Justice			
51	2018 3	2018-3	Medical (GMC) and Dental (GDC)	10	4	0
52	2018 3	2018-3	Ministry of Defence			
53	2018 3	2018-3	Nursing and Midwifery Registered	27	13	0
54	2018 3	2018-3	Pharmaceutical			
55	2018 3	2018-3	Public	10	1	0
56	2018 3	2018-3	Public Health			
57	2018 3	2018-3	Social Care Sector	4	3	0
58	2018 3	2018-3	Students	2	2	0
59	2018 3	2018-3	Travel and Leisure			
60	2018 3	2018-3	Unknown	1	1	0
	2018 4	2018-4	Additional Clinical Services	8	5	0
	2018 4	2018-4	Additional Professional, Scientific and Technical			
	2018 4	2018-4	Administrative and Clerical	10	3	0
	2018 4	2018-4	Allied Health Professionals	1	1	0
	2018 4	2018-4	Community			
	2018 4	2018-4	Education	17	7	0
	2018 4	2018-4	e-LfH Staff			
	2018 4	2018-4	Estates and Ancillary			
	2018 4	2018-4	Health	3	2	0

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2	2018 4	2018-4	Healthcare Scientists			
3	2018 4	2018-4	Justice			
4	2018 4	2018-4	Medical (GMC) and Dental (GDC)	10	7	0
5	2018 4	2018-4	Ministry of Defence			
6	2018 4	2018-4	Nursing and Midwifery Registered	21	14	0
7	2018 4	2018-4	Pharmaceutical			
8	2018 4	2018-4	Public	4	1	0
9	2018 4	2018-4	Public Health	2	2	0
10	2018 4	2018-4	Social Care Sector	6	3	0
11	2018 4	2018-4	Students	2	2	0
12	2018 4	2018-4	Travel and Leisure			
13	2018 4	2018-4	Unknown	1	1	0
14	2018 5	2018-5	Additional Clinical Services	3	2	0
15	2018 5	2018-5	Additional Professional, Scientific and Technical			
16	2018 5	2018-5	Administrative and Clerical	11	3	0
17	2018 5	2018-5	Allied Health Professionals			
18	2018 5	2018-5	Community	2	2	0
19	2018 5	2018-5	Education	11	8	0
20	2018 5	2018-5	e-LfH Staff			
21	2018 5	2018-5	Estates and Ancillary			
22	2018 5	2018-5	Health	2	1	0
23	2018 5	2018-5	Healthcare Scientists			
24	2018 5	2018-5	Justice			
25	2018 5	2018-5	Medical (GMC) and Dental (GDC)	24	17	0
26	2018 5	2018-5	Ministry of Defence			
27	2018 5	2018-5	Nursing and Midwifery Registered	18	9	0
28	2018 5	2018-5	Pharmaceutical			
29	2018 5	2018-5	Public	3	1	0
30	2018 5	2018-5	Public Health			
31	2018 5	2018-5	Social Care Sector	7	6	0
32	2018 5	2018-5	Students	1	1	0
33	2018 5	2018-5	Travel and Leisure			
34	2018 5	2018-5	Unknown			
35	2018 6	2018-6	Additional Clinical Services	11	6	0
36	2018 6	2018-6	Additional Professional, Scientific and Technical			
37	2018 6	2018-6	Administrative and Clerical	15	9	0
38	2018 6	2018-6	Allied Health Professionals	2	2	0
39	2018 6	2018-6	Community			
40	2018 6	2018-6	Education			
41	2018 6	2018-6	e-LfH Staff			
42	2018 6	2018-6	Estates and Ancillary			
43	2018 6	2018-6	Health	4	2	0
44	2018 6	2018-6	Healthcare Scientists			
45	2018 6	2018-6	Justice	3	0	0
46	2018 6	2018-6	Medical (GMC) and Dental (GDC)	18	4	0
47	2018 6	2018-6	Ministry of Defence			
48	2018 6	2018-6	Nursing and Midwifery Registered	22	11	0
49	2018 6	2018-6	Pharmaceutical			
50	2018 6	2018-6	Public			
51	2018 6	2018-6	Public Health			
52	2018 6	2018-6	Social Care Sector	4	3	0
53	2018 6	2018-6	Students	78	58	0
54	2018 6	2018-6	Travel and Leisure			
55	2018 6	2018-6	Unknown	2	2	0
56	2018 7	2018-7	Additional Clinical Services	11	5	0
57	2018 7	2018-7	Additional Professional, Scientific and Technical	1	0	0
58	2018 7	2018-7	Administrative and Clerical	9	4	0
59	2018 7	2018-7	Allied Health Professionals			
60	2018 7	2018-7	Community			
	2018 7	2018-7	Education	3	1	0
	2018 7	2018-7	e-LfH Staff	1	1	0
	2018 7	2018-7	Estates and Ancillary			
	2018 7	2018-7	Health	6	2	0
	2018 7	2018-7	Healthcare Scientists			
	2018 7	2018-7	Justice	1	0	0
	2018 7	2018-7	Medical (GMC) and Dental (GDC)	8	3	0
	2018 7	2018-7	Ministry of Defence			
	2018 7	2018-7	Nursing and Midwifery Registered	23	6	0

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2	2018 7	2018-7	Pharmaceutical			
3	2018 7	2018-7	Public	1	1	0
4	2018 7	2018-7	Public Health			
5	2018 7	2018-7	Social Care Sector	11	5	0
6	2018 7	2018-7	Students	62	43	0
7	2018 7	2018-7	Travel and Leisure			
8	2018 7	2018-7	Unknown	3	3	0
9	2018 8	2018-8	Additional Clinical Services	5	3	0
10	2018 8	2018-8	Additional Professional, Scientific and Technical			
11	2018 8	2018-8	Administrative and Clerical	5	3	0
12	2018 8	2018-8	Allied Health Professionals	5	2	0
13	2018 8	2018-8	Community	2	0	0
14	2018 8	2018-8	Education			
15	2018 8	2018-8	e-LfH Staff			
16	2018 8	2018-8	Estates and Ancillary			
17	2018 8	2018-8	Health	2	2	0
18	2018 8	2018-8	Healthcare Scientists			
19	2018 8	2018-8	Justice			
20	2018 8	2018-8	Medical (GMC) and Dental (GDC)	11	10	0
21	2018 8	2018-8	Ministry of Defence			
22	2018 8	2018-8	Nursing and Midwifery Registered	29	12	0
23	2018 8	2018-8	Pharmaceutical			
24	2018 8	2018-8	Public			
25	2018 8	2018-8	Public Health			
26	2018 8	2018-8	Social Care Sector	10	6	0
27	2018 8	2018-8	Students	22	12	0
28	2018 8	2018-8	Travel and Leisure			
29	2018 8	2018-8	Unknown	1	1	0
30	2018 9	2018-9	Additional Clinical Services	13	5	0
31	2018 9	2018-9	Additional Professional, Scientific and Technical	1	1	0
32	2018 9	2018-9	Administrative and Clerical	13	5	0
33	2018 9	2018-9	Allied Health Professionals	7	5	0
34	2018 9	2018-9	Community	4	3	0
35	2018 9	2018-9	Education	1	1	0
36	2018 9	2018-9	e-LfH Staff			
37	2018 9	2018-9	Estates and Ancillary			
38	2018 9	2018-9	Health	1	1	0
39	2018 9	2018-9	Healthcare Scientists			
40	2018 9	2018-9	Justice			
41	2018 9	2018-9	Medical (GMC) and Dental (GDC)	14	7	0
42	2018 9	2018-9	Ministry of Defence			
43	2018 9	2018-9	Nursing and Midwifery Registered	13	9	0
44	2018 9	2018-9	Pharmaceutical	1	1	0
45	2018 9	2018-9	Public			
46	2018 9	2018-9	Public Health			
47	2018 9	2018-9	Social Care Sector	12	3	0
48	2018 9	2018-9	Students	5	3	0
49	2018 9	2018-9	Travel and Leisure			
50	2018 9	2018-9	Unknown	1	1	0
51	2018 10	2018-10	Additional Clinical Services	18	9	0
52	2018 10	2018-10	Additional Professional, Scientific and Technical	1	1	0
53	2018 10	2018-10	Administrative and Clerical	22	7	0
54	2018 10	2018-10	Allied Health Professionals	2	2	0
55	2018 10	2018-10	Community	2	0	0
56	2018 10	2018-10	Education	6	3	0
57	2018 10	2018-10	e-LfH Staff			
58	2018 10	2018-10	Estates and Ancillary			
59	2018 10	2018-10	Health	1	1	0
60	2018 10	2018-10	Healthcare Scientists			
	2018 10	2018-10	Justice			
	2018 10	2018-10	Medical (GMC) and Dental (GDC)	39	19	0
	2018 10	2018-10	Ministry of Defence			
	2018 10	2018-10	Nursing and Midwifery Registered	21	14	0
	2018 10	2018-10	Pharmaceutical			
	2018 10	2018-10	Public			
	2018 10	2018-10	Public Health			
	2018 10	2018-10	Social Care Sector	4	3	0
	2018 10	2018-10	Students			

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2	2018	10	2018-10	Travel and Leisure		
3	2018	10	2018-10	Unknown	4	3
4	2018	11	2018-11	Additional Clinical Services	7	4
5	2018	11	2018-11	Additional Professional, Scientific and Technical	2	1
6	2018	11	2018-11	Administrative and Clerical	31	16
7	2018	11	2018-11	Allied Health Professionals	1	1
8	2018	11	2018-11	Community		
9	2018	11	2018-11	Education		
10	2018	11	2018-11	e-LfH Staff		
11	2018	11	2018-11	Estates and Ancillary	1	1
12	2018	11	2018-11	Health	2	2
13	2018	11	2018-11	Healthcare Scientists		
14	2018	11	2018-11	Justice		
15	2018	11	2018-11	Medical (GMC) and Dental (GDC)	15	12
16	2018	11	2018-11	Ministry of Defence		
17	2018	11	2018-11	Nursing and Midwifery Registered	10	6
18	2018	11	2018-11	Pharmaceutical		
19	2018	11	2018-11	Public		
20	2018	11	2018-11	Public Health		
21	2018	11	2018-11	Social Care Sector	8	4
22	2018	11	2018-11	Students	10	6
23	2018	11	2018-11	Travel and Leisure		
24	2018	11	2018-11	Unknown	4	2
25	2018	12	2018-12	Additional Clinical Services	4	1
26	2018	12	2018-12	Additional Professional, Scientific and Technical		
27	2018	12	2018-12	Administrative and Clerical	14	10
28	2018	12	2018-12	Allied Health Professionals	11	3
29	2018	12	2018-12	Community	1	1
30	2018	12	2018-12	Education	2	1
31	2018	12	2018-12	e-LfH Staff		
32	2018	12	2018-12	Estates and Ancillary		
33	2018	12	2018-12	Health	2	1
34	2018	12	2018-12	Healthcare Scientists		
35	2018	12	2018-12	Justice		
36	2018	12	2018-12	Medical (GMC) and Dental (GDC)	21	13
37	2018	12	2018-12	Ministry of Defence		
38	2018	12	2018-12	Nursing and Midwifery Registered	4	2
39	2018	12	2018-12	Pharmaceutical		
40	2018	12	2018-12	Public		
41	2018	12	2018-12	Public Health		
42	2018	12	2018-12	Social Care Sector	7	4
43	2018	12	2018-12	Students	4	2
44	2018	12	2018-12	Travel and Leisure		
45	2018	12	2018-12	Unknown	9	3
46	2019	1	2019-1	Additional Clinical Services	16	11
47	2019	1	2019-1	Additional Professional, Scientific and Technical	1	1
48	2019	1	2019-1	Administrative and Clerical	39	23
49	2019	1	2019-1	Allied Health Professionals	11	4
50	2019	1	2019-1	Community	6	3
51	2019	1	2019-1	Education		
52	2019	1	2019-1	e-LfH Staff		
53	2019	1	2019-1	Estates and Ancillary		
54	2019	1	2019-1	Health	12	6
55	2019	1	2019-1	Healthcare Scientists		
56	2019	1	2019-1	Justice		
57	2019	1	2019-1	Medical (GMC) and Dental (GDC)	19	8
58	2019	1	2019-1	Ministry of Defence		
59	2019	1	2019-1	Nursing and Midwifery Registered	27	13
60	2019	1	2019-1	Pharmaceutical	3	3
	2019	1	2019-1	Public		
	2019	1	2019-1	Public Health		
	2019	1	2019-1	Social Care Sector	2	1
	2019	1	2019-1	Students	3	2
	2019	1	2019-1	Travel and Leisure		
	2019	1	2019-1	Unknown	5	3
	2019	2	2019-2	Additional Clinical Services	11	8
	2019	2	2019-2	Additional Professional, Scientific and Technical	3	1
	2019	2	2019-2	Administrative and Clerical	46	36

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2	2019 2	2019-2	Allied Health Professionals	2	1	0
3	2019 2	2019-2	Community			
4	2019 2	2019-2	Education	3	1	0
5	2019 2	2019-2	e-LfH Staff			
6	2019 2	2019-2	Estates and Ancillary	6	4	0
7	2019 2	2019-2	Health	6	4	0
8	2019 2	2019-2	Healthcare Scientists			
9	2019 2	2019-2	Justice			
10	2019 2	2019-2	Medical (GMC) and Dental (GDC)	28	16	0
11	2019 2	2019-2	Ministry of Defence	1	0	0
12	2019 2	2019-2	Nursing and Midwifery Registered	24	15	0
13	2019 2	2019-2	Pharmaceutical			
14	2019 2	2019-2	Public			
15	2019 2	2019-2	Public Health			
16	2019 2	2019-2	Social Care Sector	9	7	0
17	2019 2	2019-2	Students	7	3	0
18	2019 2	2019-2	Travel and Leisure			
19	2019 2	2019-2	Unknown	2	1	0
20	2019 3	2019-3	Additional Clinical Services	5	4	0
21	2019 3	2019-3	Additional Professional, Scientific and Technical	1	0	0
22	2019 3	2019-3	Administrative and Clerical	23	12	0
23	2019 3	2019-3	Allied Health Professionals	3	2	0
24	2019 3	2019-3	Community			
25	2019 3	2019-3	Education	5	1	0
26	2019 3	2019-3	e-LfH Staff			
27	2019 3	2019-3	Estates and Ancillary			
28	2019 3	2019-3	Health	2	1	0
29	2019 3	2019-3	Healthcare Scientists			
30	2019 3	2019-3	Justice			
31	2019 3	2019-3	Medical (GMC) and Dental (GDC)	17	10	0
32	2019 3	2019-3	Ministry of Defence			
33	2019 3	2019-3	Nursing and Midwifery Registered	30	19	0
34	2019 3	2019-3	Pharmaceutical			
35	2019 3	2019-3	Public			
36	2019 3	2019-3	Public Health			
37	2019 3	2019-3	Social Care Sector	8	6	0
38	2019 3	2019-3	Students	7	3	0
39	2019 3	2019-3	Travel and Leisure			
40	2019 3	2019-3	Unknown	4	1	0
41	2019 4	2019-4	Additional Clinical Services	12	11	0
42	2019 4	2019-4	Additional Professional, Scientific and Technical	3	1	0
43	2019 4	2019-4	Administrative and Clerical	16	13	0
44	2019 4	2019-4	Allied Health Professionals	6	3	0
45	2019 4	2019-4	Community	4	1	0
46	2019 4	2019-4	Education	5	1	0
47	2019 4	2019-4	e-LfH Staff			
48	2019 4	2019-4	Estates and Ancillary			
49	2019 4	2019-4	Health	4	2	0
50	2019 4	2019-4	Healthcare Scientists			
51	2019 4	2019-4	Justice			
52	2019 4	2019-4	Medical (GMC) and Dental (GDC)	40	24	0
53	2019 4	2019-4	Ministry of Defence			
54	2019 4	2019-4	Nursing and Midwifery Registered	23	11	0
55	2019 4	2019-4	Pharmaceutical	1	1	0
56	2019 4	2019-4	Public			
57	2019 4	2019-4	Public Health			
58	2019 4	2019-4	Social Care Sector	3	3	0
59	2019 4	2019-4	Students	3	3	0
60	2019 4	2019-4	Travel and Leisure	1	0	0
	2019 4	2019-4	Unknown	2	2	0
	2019 5	2019-5	Additional Clinical Services	10	7	0
	2019 5	2019-5	Additional Professional, Scientific and Technical			
	2019 5	2019-5	Administrative and Clerical	26	17	0
	2019 5	2019-5	Allied Health Professionals			
	2019 5	2019-5	Community			
	2019 5	2019-5	Education	7	4	0
	2019 5	2019-5	e-LfH Staff			
	2019 5	2019-5	Estates and Ancillary			

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2	2019	5	2019-5	Health	3	2	0
3	2019	5	2019-5	Healthcare Scientists			
4	2019	5	2019-5	Justice			
5	2019	5	2019-5	Medical (GMC) and Dental (GDC)	73	39	0
6	2019	5	2019-5	Ministry of Defence			
7	2019	5	2019-5	Nursing and Midwifery Registered	27	16	0
8	2019	5	2019-5	Pharmaceutical			
9	2019	5	2019-5	Public			
10	2019	5	2019-5	Public Health			
11	2019	5	2019-5	Social Care Sector	4	2	0
12	2019	5	2019-5	Students	4	3	0
13	2019	5	2019-5	Travel and Leisure			
14	2019	5	2019-5	Unknown	9	5	0
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For Peer Review

Year	month	Country	Session Launches	Completed Statuses	Passed Statuses
2014	5	England	5	3	0
2014	5	Northern Ireland			
2014	5	Scotland			
2014	5	Unknown			
2014	5	Wales			
2014	6	England	16	10	0
2014	6	Northern Ireland			
2014	6	Scotland	5	3	0
2014	6	Unknown	2	2	0
2014	6	Wales			
2014	7	England	3	1	0
2014	7	Northern Ireland			
2014	7	Scotland	1	1	0
2014	7	Unknown	8	7	0
2014	7	Wales			
2014	8	England	4	2	0
2014	8	Northern Ireland			
2014	8	Scotland			
2014	8	Unknown	2	0	0
2014	8	Wales	1	1	0
2014	9	England	4	4	0
2014	9	Northern Ireland			
2014	9	Scotland			
2014	9	Unknown	1	1	0
2014	9	Wales			
2014	10	England	6	4	0
2014	10	Northern Ireland			
2014	10	Scotland			
2014	10	Unknown	7	3	0
2014	10	Wales			
2014	11	England	2	2	0
2014	11	Northern Ireland			
2014	11	Scotland			
2014	11	Unknown	3	2	0
2014	11	Wales			
2014	12	England	5	4	0
2014	12	Northern Ireland			
2014	12	Scotland			
2014	12	Unknown	3	2	0
2014	12	Wales			
2015	1	England	19	10	0
2015	1	Northern Ireland	3	1	0
2015	1	Scotland			
2015	1	Unknown	5	4	0
2015	1	Wales	2	1	0
2015	2	England	4	3	0
2015	2	Northern Ireland			
2015	2	Scotland			

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2	2015	2	Unknown	6	3	0
3	2015	2	Wales			
4	2015	3	England	9	3	0
5	2015	3	Northern Ireland			
6	2015	3	Scotland			
7	2015	3	Unknown	18	6	0
8	2015	3	Wales	1	0	0
9	2015	4	England	17	8	0
10	2015	4	Northern Ireland			
11	2015	4	Scotland	2	1	0
12	2015	4	Unknown	7	1	0
13	2015	4	Wales			
14	2015	5	England	7	5	0
15	2015	5	Northern Ireland			
16	2015	5	Scotland			
17	2015	5	Unknown	10	6	0
18	2015	5	Wales			
19	2015	6	England	10	5	0
20	2015	6	Northern Ireland	1	0	0
21	2015	6	Scotland			
22	2015	6	Unknown	15	7	0
23	2015	6	Wales			
24	2015	7	England	11	3	0
25	2015	7	Northern Ireland			
26	2015	7	Scotland			
27	2015	7	Unknown	13	8	0
28	2015	7	Wales			
29	2015	8	England	10	3	0
30	2015	8	Northern Ireland			
31	2015	8	Scotland	1	0	0
32	2015	8	Unknown	12	7	0
33	2015	8	Wales			
34	2015	9	England	3	1	0
35	2015	9	Northern Ireland			
36	2015	9	Scotland	1	1	0
37	2015	9	Unknown	17	8	0
38	2015	9	Wales			
39	2015	10	England	6	4	0
40	2015	10	Northern Ireland			
41	2015	10	Scotland			
42	2015	10	Unknown	14	9	0
43	2015	10	Wales			
44	2015	11	England	8	6	0
45	2015	11	Northern Ireland			
46	2015	11	Scotland	1	0	0
47	2015	11	Unknown	23	18	0
48	2015	11	Wales			
49	2015	12	England	11	4	0
50	2015	12	Northern Ireland			
51	2015	12	Scotland			

1						
2	2015	12	Unknown	18	7	0
3	2015	12	Wales			
4	2016	1	England	8	5	0
5	2016	1	Northern Ireland			
6	2016	1	Scotland			
7	2016	1	Unknown	25	10	0
8	2016	1	Wales	1	1	0
9	2016	2	England	19	11	0
10	2016	2	Northern Ireland			
11	2016	2	Scotland			
12	2016	2	Unknown	13	10	0
13	2016	2	Wales			
14	2016	3	England	11	4	0
15	2016	3	Northern Ireland			
16	2016	3	Scotland			
17	2016	3	Unknown	2	0	0
18	2016	3	Wales			
19	2016	4	England	7	3	0
20	2016	4	Northern Ireland			
21	2016	4	Scotland	1	0	0
22	2016	4	Unknown	5	4	0
23	2016	4	Wales	1	1	0
24	2016	5	England	12	6	0
25	2016	5	Northern Ireland			
26	2016	5	Scotland	2	1	0
27	2016	5	Unknown	21	16	0
28	2016	5	Wales			
29	2016	6	England	37	17	0
30	2016	6	Northern Ireland			
31	2016	6	Scotland			
32	2016	6	Unknown	6	1	0
33	2016	6	Wales			
34	2016	7	England	27	17	0
35	2016	7	Northern Ireland			
36	2016	7	Scotland			
37	2016	7	Unknown	21	8	0
38	2016	7	Wales			
39	2016	8	England	9	3	0
40	2016	8	Northern Ireland			
41	2016	8	Scotland	1	0	0
42	2016	8	Unknown	11	6	0
43	2016	8	Wales			
44	2016	9	England	10	8	0
45	2016	9	Northern Ireland	1	0	0
46	2016	9	Scotland			
47	2016	9	Unknown	24	16	0
48	2016	9	Wales			
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50	2016	10	Northern Ireland			
51	2016	10	Scotland	1	0	0

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5	2016	11	Northern Ireland			
6	2016	11	Scotland			
7	2016	11	Unknown	18	10	0
8	2016	11	Wales			
9	2016	12	England	33	23	0
10	2016	12	Northern Ireland			
11	2016	12	Scotland	1	1	0
12	2016	12	Unknown	15	7	0
13	2016	12	Wales			
14	2017	1	England	100	65	0
15	2017	1	Northern Ireland			
16	2017	1	Scotland	1	0	0
17	2017	1	Unknown	30	13	0
18	2017	1	Wales			
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20	2017	2	Northern Ireland	1	0	0
21	2017	2	Scotland	1	1	0
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23	2017	2	Wales	4	3	0
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27	2017	3	Unknown	10	3	0
28	2017	3	Wales			
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30	2017	4	Northern Ireland			
31	2017	4	Scotland	1	0	0
32	2017	4	Unknown	8	4	0
33	2017	4	Wales			
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35	2017	5	Northern Ireland			
36	2017	5	Scotland			
37	2017	5	Unknown	12	6	0
38	2017	5	Wales			
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40	2017	6	Northern Ireland			
41	2017	6	Scotland			
42	2017	6	Unknown	12	7	0
43	2017	6	Wales			
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45	2017	7	Northern Ireland			
46	2017	7	Scotland	1	1	0
47	2017	7	Unknown	14	9	0
48	2017	7	Wales			
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50	2017	8	Northern Ireland			
51	2017	8	Scotland			

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5	2017	9	Northern Ireland			
6	2017	9	Scotland			
7	2017	9	Unknown	18	10	0
8	2017	9	Wales			
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10	2017	10	Northern Ireland			
11	2017	10	Scotland			
12	2017	10	Unknown	16	9	0
13	2017	10	Wales	2	2	0
14	2017	11	England	15	7	0
15	2017	11	Northern Ireland			
16	2017	11	Scotland			
17	2017	11	Unknown	24	16	0
18	2017	11	Wales			
19	2017	12	England	14	7	0
20	2017	12	Northern Ireland			
21	2017	12	Scotland			
22	2017	12	Unknown	17	10	0
23	2017	12	Wales			
24	2018	1	England	33	14	0
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26	2018	1	Scotland	1	1	0
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34	2018	3	England	43	19	0
35	2018	3	Northern Ireland			
36	2018	3	Scotland			
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38	2018	3	Wales			
39	2018	4	England	45	24	0
40	2018	4	Northern Ireland			
41	2018	4	Scotland			
42	2018	4	Unknown	38	23	0
43	2018	4	Wales	2	1	0
44	2018	5	England	37	23	0
45	2018	5	Northern Ireland			
46	2018	5	Scotland			
47	2018	5	Unknown	45	27	0
48	2018	5	Wales			
49	2018	6	England	56	31	0
50	2018	6	Northern Ireland			
51	2018	6	Scotland			

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2	2018	6	Unknown	103	66	0
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4	2018	7	England	62	23	0
5	2018	7	Northern Ireland			
6	2018	7	Scotland	1	0	0
7	2018	7	Unknown	77	51	0
8	2018	7	Wales			
9	2018	8	England	54	25	0
10	2018	8	Northern Ireland			
11	2018	8	Scotland			
12	2018	8	Unknown	37	25	0
13	2018	8	Wales	1	1	0
14	2018	9	England	47	26	0
15	2018	9	Northern Ireland			
16	2018	9	Scotland			
17	2018	9	Unknown	39	19	0
18	2018	9	Wales			
19	2018	10	England	71	36	0
20	2018	10	Northern Ireland			
21	2018	10	Scotland			
22	2018	10	Unknown	49	26	0
23	2018	10	Wales			
24	2018	11	England	40	23	0
25	2018	11	Northern Ireland			
26	2018	11	Scotland			
27	2018	11	Unknown	51	32	0
28	2018	11	Wales			
29	2018	12	England	31	13	0
30	2018	12	Northern Ireland			
31	2018	12	Scotland			
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33	2018	12	Wales			
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35	2019	1	Northern Ireland			
36	2019	1	Scotland			
37	2019	1	Unknown	74	41	0
38	2019	1	Wales	1	1	0
39	2019	2	England	61	43	0
40	2019	2	Northern Ireland			
41	2019	2	Scotland	2	1	0
42	2019	2	Unknown	83	53	0
43	2019	2	Wales	2	0	0
44	2019	3	England	58	34	0
45	2019	3	Northern Ireland			
46	2019	3	Scotland			
47	2019	3	Unknown	47	25	0
48	2019	3	Wales			
49	2019	4	England	52	26	0
50	2019	4	Northern Ireland			
51	2019	4	Scotland			

2019	4	Unknown	71	50	0
2019	4	Wales			
2019	5	England	85	47	0
2019	5	Northern Ireland			
2019	5	Scotland	1	0	0
2019	5	Unknown	79	49	0
2019	5	Wales			

For Peer Review